LAW ENFORCEMENT ACCREDITATION

Annapolis (MD) Police Department

Agency

Annapolis (MD) Police Department
199 Taylor Ave.
Annapolis, MD 21401

Chief Executive Officer

Chief of Police
Edward Jackson

Methodology Overview

CALEA serves as the premier credentialing association for public safety agencies and provides accreditation services for law enforcement organizations, public safety communication centers, public safety training academies, and campus security agencies. The standards are promulgated by a board of 21 commissioners, representing a full spectrum of public safety leadership. The assessment process includes extensive self-assessment, annual remote web-based assessments, and quadrennial site-based assessments. Additionally candidate agencies are presented to the Commission for final consideration and credentialing.

CALEA Accreditation is a voluntary process and participating public safety agencies, by involvement, have demonstrated a commitment to professionalism. The program is intended to enhance organization service capacities and effectiveness, serve as a tool for policy decisions and management, promote transparency and community trust, and establish a platform for continuous review.

CALEA Accreditation is the Gold Standard for Public Safety Agencies and represents a commitment to excellence.

Law Enforcement Accreditation

CALEA standards reflect the current thinking and experience of Law Enforcement practitioners and researchers. Major Law Enforcement associations, leading educational and training institutions, governmental agencies, as well as Law Enforcement executives internationally, acknowledge CALEA's Standards for Law Enforcement Agencies© and its Accreditation Programs as benchmarks for professional law enforcement agencies.

CALEA's Founding Organizations:

- **International Association of Chiefs of Police (IACP)**
- **Police Executive ResearchForum (PERF)**
- **National Sheriffs Association (NSA)**
- **National Organization of Black Law Enforcement Executives (NOBLE)**

TABLE OF CONTENTS

Executive Summary

Chief Executive Officer Profile

Community Profile

Agency History

Agency Structure and Function

Agency Successes

Future Issues for Agency

First Annual Compliance Service Review

Second Annual Compliance Service Review

Third Annual Compliance Service Review

Fourth Annual Compliance Service Review

Site-Based Assessment Review

Community Feedback and Review

Standards Related Data Tables

EXECUTIVE SUMMARY

Overview:

The Annapolis (MD) Police Department is currently commanded by Edward Jackson. The agency participated in a remote assessment(s), as well as site-based assessment activities as components of the accreditation process. The executive summary serves as a synopsis of key findings, with greater details found in the body of the report.

Compliance Service Review:

CALEA Compliance Services Member(s) Jay Murphy remotely reviewed 40 standards for the agency on 5/1/2017 using Law Enforcement Manual 5.23. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 35.1.2 – Annual Evaluation* (LE1) – ISSUE: The standard requires a performance evaluation of each full-time employee and reserve officer be conducted and documented at least annually (with the exception of the agency CEO, constitutionally elected officials, or those employees exempted by controlling legislation). Due to an oversight the agency did not conduct annual evaluations on exempt rank personnel (captains/majors) in 2016. AGENCY ACTION NEEDED: The agency is aware of the oversight and will conduct annual evaluations on captains and majors going forward.

CALEA Compliance Services Member(s) Jay Murphy remotely reviewed 44 standards for the agency on 5/1/2018 using Law Enforcement Manual 5.23. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

CALEA Compliance Services Member(s) Russ McElwee remotely reviewed 73 standards for the agency on 5/1/2019 using Law Enforcement Manual 5.23. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 1.3.9 – Authorization: Weapons and Ammunition (LE1) – ISSUE: Bullet C - requires a written directive that states all weapons be reviewed, inspected and approved by a qualified weapons instructor or armorer prior to issues. Agency provided directive does not require that inspection and approval prior to issue. AGENCY ACTION NEEDED: Revise agency directive to include required inspections and provide proofs of those inspections.
- 16.4.2 – Training (LE1) – ISSUE: Standard requires that Auxiliaries receive training in their assigned duties. Accred Manager advises that while Auxiliaries were hired in 2016 and 2017 their training records were retained by the commander in charge of that program. The commander left the department in 2017 and the training records were not passed on to the training unit. No Auxiliaries were hired in 2018. AGENCY ACTION NEEDED: All training records should be documented and retained by the Training Unit.
- 70.1.2 – Searching Transport Vehicles (LE1) – ISSUE: Standard requires transport vehicles to be searched prior to and after transporting detainees. No proofs from 2016, 2017 or 2018 were included in file. AGENCY ACTION NEEDED: It is recommended that the agency provide proofs of inspections.
- 82.1.1 – Privacy and Security (LE1) – ISSUE: Standard requires privacy and security precautions of the agency's Central Records. No proofs in the file. AGENCY ACTION NEEDED: It is recommended that agency provide proofs regarding security of agency's records section.
- 84.1.1 – Evidence/Property Control System (LE1) – ISSUE: Standard requires a written directive regarding receiving all in-custody and evidentiary property. No written directive for Bullet G as required by standard. 2016 proofs provided for Bullets A and E only. No proofs for 2017 or 2018 provided for bullets A - G. AGENCY ACTION NEEDED: It is recommended that agency revise its directive to include requirements for Bullet G and provide proofs of compliance for all bullets.

CALEA Compliance Services Member(s) Tim Hazlette remotely reviewed 52 standards for the agency on 10/5/2019

using Law Enforcement Manual 5.23. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 1.3.9 – Authorization: Weapons and Ammunition (LE1) – ISSUE: - AGENCY ACTION NEEDED: Site-Based Assessor Palmer: Bullet C: The agency had not revised the agency directive to include required inspections prior to weapons being issued. Proofs for inspections prior to issuance were not provided.
- 16.4.2 – Training (LE1) – ISSUE: File is absent Training Records as required by the standard. - AGENCY ACTION NEEDED: y4-2019 > General Order H.2; Section III. C. > policy needs to be revised to add language covering "records retention" and "storage" – to prevent future issues as NOTED in the file from the Year 3 Annual Review. Site-Based Assessor Palmer - There are no proofs of training for Auxiliaries.
- 70.1.2 – Searching Transport Vehicles (LE1) – ISSUE: Standard requires transport vehicles to be searched prior to and after transporting detainees. No proofs from 2016, 2017 or 2018 were included in file. AGENCY ACTION NEEDED: It is recommended that the agency provide proofs of inspections. FLEET INSPECTION REPORTS were added to file during y4 annual review; however, there is no reporting mechanism to support General Order C.18 which language is compliant with the standard. Site-Based Assessor Palmer: There were no proofs of inspections available. The agency will tag body camera video showing officers checkcing transport vehicles prior to and after transporting detainees. The agency will provide these proofs in future years.
- 70.1.6 – Procedures Transport Destination (LE1) – ISSUE: File lacks Proof Documents for Bullet A & B. - AGENCY ACTION NEEDED: y4-2019; Bullets A; & B; Proof documents needed (photos or narrative) to explain policy application to the standard. Site Based Assessor Palmer: Proofs were demonstrated by observation and interview during ride-along.
- 82.1.1 – Privacy and Security (LE1) – ISSUE: - AGENCY ACTION NEEDED: Site-Based Assessor Palmer: Compliance was verified through observation and interviews with staff.
- 84.1.1 – Evidence/Property Control System (LE1) – ISSUE: File lacks a Written Directive for Bullet G. Proof documents are needed for Bullet B - AGENCY ACTION NEEDED: Revision to General Order K.1 is needed to include the provisions of Bullet G. Proof document assigned to Bullet G illustrate a mechanism is in place to address Bullet G - but no directive for it application. Also, Bullet B lacks a proof document. A proof document is needed for Bullet B to illustrate evidence accounting and submission. Site-Based Assessor Palmer: The agency did not amend their directive to address bullet G. Proofs supplied during the site-based assessment were insufficient to show compliance.
- 84.1.6 – Inspections and Reports* (LE1) – ISSUE: File lacks sufficient proof documents to illustrate and verify compliance under Bullets C & D. - AGENCY ACTION NEEDED: Proof documents (Annual Evidence and Property Inspection - both Announced and Unannounced) are needed for years 2017 & 2018. Site-Based Assessor Palmer: Bullet A) The agency did not conduct semi-annual inspections for 2016 or 2019. and only one semi-annual audit for 2017. Bullet C) The agency did not conduct an annual audit in 2017 or 2018 . Bullet D) there was no unannounced inspections in 2017 or 2018.

Site-Based Assessment Review:

From 1/6/2020 to 1/8/2020, Chief Mark Palmer, Deputy Chief Robert VanNieuwenhuyze visited the agency following a consultation with the chief executive officer regarding critical issues impacting the organization since the last assessment. These issues were identified as:

- Community Services - The agency has a robust Community Services program which provides a variety of programs for both children and adults. Highlights included educational, recreational and preventive programs.
- Criminal Investigations - The agency has an active Criminal Investigation Division (CID) which includes general investigations, homicide and violent crime investigations, narcotics investigations, criminal intelligence and crime analysis. A recently retired detective from Baltimore PD was hired not long ago to begin reviewing and investigating cold case unsolved homicides from the past 20 years.

- Critical Incident Stress Management - The agency developed a Critical Incident Stress Management (CISM) in 2017. The officers who are members of this unit are trained to assist officers who have been involved in critical incidents or have other concerns, wither work--related or non work-related..

During the Site-Based Assessment Review, the assessment team conducted 15 interviews regarding the topical areas previously defined. The interviews were with agency members and members of the community. The approach not only further confirmed standards adherence, but also considered effectiveness measures, process management and intended outcomes.

CHIEF EXECUTIVE OFFICER PROFILE

Edward Jackson

Chief Edward C. Jackson began his career as an officer with Baltimore Police Department in 1983, moving up the ranks from Police Officer in 1983 to Colonel in 2004. He has been a Program Director and Assistant Professor in the Criminal Justice Program at Baltimore City Community College. In 2018, he was rehired by the Baltimore Police Department as Chief, Office of the Inspector General, to provide agency-wide oversight of administrative and operational practices for BPD. Jackson served as a member on the Community Oversight Task Force, charged with making recommendations for strengthening police accountability and police-community relations in Baltimore City. He is a PhD candidate at Capella University where he is completing his dissertation. He has a Master of Science in Applied Behavioral Sciences from Johns Hopkins University and a Bachelor of Science in Criminal Justice from Coppin State University. He was appointed Chief of Police on July 31, 2019.

COMMUNITY PROFILE

As of the census of 2010, there were 38,394 people, 16,136 households, and 8,776 families residing in the city. The population density was 5,347.4 inhabitants per square mile . There were 17,845 housing units at an average density of 2,485.4 per square mile . The racial makeup of the city was 60.1% White, 26.0% African American, 0.3% Native American, 2.1% Asian, 9.0% from other races, and 2.6% from two or more races. Hispanicor Latinoof any race were 16.8% of the population.There were 16,136 households, of which 26.6% had children under the age of 18 living with them, 35.3% were married couples living together, 14.9% had a female householder with no husband present, 4.2% had a male householder with no wife present, and 45.6% were non-families. 35.0% of all households were made up of individuals and 11.1% had someone living alone who was 65 years of age or older. The average household size was 2.34 and the average family size was 3.02.

The median age in the city was 36 years. 20.8% of residents were under the age of 18; 9.9% were between the ages of 18 and 24; 31.1% were from 25 to 44; 25.3% were from 45 to 64; and 13% were 65 years of age or older. The gender makeup of the city was 47.8% male and 52.2% female.

AGENCY HISTORY

The Annapolis Police Department(APD) is a full-service law enforcement agency servicing a population of over 38,000 residents in 7.1 square miles of the municipality of Annapolis, MD. The APD started as "city watchmen" with the granting of the city charter in 1708. At the time, the Anne Arundel County Sheriff had concurrent jurisdiction within Annapolis proper for the first six years, after which the city would elect its own Sheriff. The term "police officer" was not used until 1861. Like today, these police officers answered to the mayor of the city. It wasn't until 1867 that the Annapolis Police Department was officially created by an act of legislation by the Maryland General Assembly. Today, 116 sworn officers protect a thriving city of 39,000 permanent residents and over 2 million annual visitors. In 2017, APD celebrated its 150th anniversary.

AGENCY STRUCTURE AND FUNCTION

The Chief of Police is the commander and administrator of the Annapolis Police Department. The Chief is appointed by the City Manager with approval from the Mayor and confirmed by the City Council. The Chief reports to the City Manager.

The Annapolis Police Department is currently staffed by a total of 178 employees; 116 sworn and 35 full time civilian, 16 part time civilians and four volunteer auxiliary officers.

There is one major, three captains, seven lieutenants and nine sergeants.

AGENCY SUCCESSES

Community outreach and innovation continues to be a priority of APD. The Department developed, participates and/or holds 11 summer camps, movie nights, Eastport Working Together, DARE, Character Counts, STAIR, Explorers and many others.

APD has established a Police Foundation and the Chiefs Advisory Team (CAT). CAT meets monthly with the Chief to discuss department and community action items. Future initiatives include establishing a PAL program.

FUTURE ISSUES FOR AGENCY

Current and future issues that may impact our service delivery are as follows:

Budget uncertainty
Aging equipment
Distrust of police by minority community
Increased traffic due to special events.

YEAR 1 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Jay Murphy
On 5/1/2017, the Year 1 Remote Web-based Assessment of Annapolis (MD) Police Department was conducted. The review was conducted remotely and included 40 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.2 Code of Ethics* (LE1)	**Compliance Verified**
1.2.9 Bias Based Profiling* (LE1)	**Compliance Verified**
1.3.1 Use of Reasonable Force (LE1) - (MOVED to 4.1.1 in 6th Edition)	**Compliance Verified**
1.3.2 Use of Deadly Force (LE1)- (MOVED to 4.1.2 in 6th Edition)	**Compliance Verified**
1.3.6 Reporting Uses of Force* (LE1)	**Compliance Verified**
1.3.10 Demonstrating Proficiency with Weapons (LE1)	**Compliance Verified**
1.3.11 Annual/Biennial Proficiency Training* (LE1)	**Compliance Verified**
1.3.13 Analyze Reports from 1.3.6* (LE1)	**Compliance Verified**
11 Organization and Administration	
11.1.1 Description of Organization (LE1)	**Compliance Verified**
12 Direction	
12.1.2 Command Protocol (LE1)	**Compliance Verified**
15 Planning and Research Goals and Objectives and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	**Compliance Verified**
17 Fiscal Management and Agency Property	
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	**Compliance Verified**
22 Compensation Benefits and Conditions of Work	
22.2.7 Employee Identification (LE1)	**Compliance Verified**
26 Disciplinary Procedures	
26.1.3 Sexual Harassment (LE1)	**Compliance Verified**
31 Recruitment	
31.2.2 Annual Analysis* (LE1)	**Compliance Verified**
32 Selection	
32.1.1 Selection Process Described (LE1)	**Compliance Verified**
33 Training and Career Development	

Standards	Findings
33.5.1 Annual Retraining Program* (LE1)	**Compliance Verified**
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1) **Notes:** ISSUE: The standard requires a performance evaluation of each full-time employee and reserve officer be conducted and documented at least annually (with the exception of the agency CEO, constitutionally elected officials, or those employees exempted by controlling legislation). Due to an oversight the agency did not conduct annual evaluations on exempt rank personnel (captains/majors) in 2016. AGENCY ACTION NEEDED: The agency is aware of the oversight and will conduct annual evaluations on captains and majors going forward.	**Compliance Verified**
35.1.9 Personnel Early Warning System* (LE1)	**Compliance Verified**
41 Patrol	
41.2.7 Mental Illness* (LE1)	**Compliance Verified**
42 Criminal Investigation	
42.2.7 Informants (LE1)	**Compliance Verified**
46 Critical Incidents Special Operations and Homeland Security	
46.1.3 Command Function* (LE1)	**Compliance Verified**
46.1.4 Operations Function (LE1)	**Compliance Verified**
46.1.5 Planning Function (LE1)	**Compliance Verified**
46.1.6 Logistics Function (LE1)	**Compliance Verified**
46.1.7 Finance/Administration Function (LE1)	**Compliance Verified**
46.1.9 Annual Training* (LE1)	**Compliance Verified**
46.1.10 Active Threats* (LE1)	**Compliance Verified**
52 Internal Affairs	
52.1.1 Complaint Investigation (LE1)	**Compliance Verified**
54 Public Information	
54.1.3 News Media Access (LE1)	**Compliance Verified**
70 Detainee Transportation	
70.1.1 Pre-Transport Prisoner Searches (LE1)	**Compliance Verified**
70.1.7 Procedures Escape* (LE1)	**Compliance Verified**
71 Processing and Temporary Detention	
71.2.1 Training of Personnel* (LE1)	**Compliance Verified**
71.4.3 Inspections* (LE1)	**Compliance Verified**
81 Communications	
81.2.1 24 Hour Toll-Free Service (LE1)	**Compliance Verified**
81.3.2 Alternate Power Source* (LE1)	**Compliance Verified**

Standards	Findings
82 Central Records	
82.1.2 Juvenile Records (LE1)	**Compliance Verified**
82.1.6 Computer File Backup and Storage* (LE1)	**Compliance Verified**
84 Property and Evidence Control	
84.1.4 Security of Controlled Substances Weapons for Training (LE1)	**Compliance Verified**
84.1.6 Inspections and Reports* (LE1)	**Compliance Verified**

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 2 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Jay Murphy
On 5/1/2018, the Year 2 Remote Web-based Assessment of Annapolis (MD) Police Department was conducted. The review was conducted remotely and included 44 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.1 Oath of Office (LE1)	**Compliance Verified**
1.1.4 Consular Notification	**Compliance Verified**
1.2.9 Bias Based Profiling* (LE1)	**Compliance Verified**
1.3.5 Rendering Aid After Use of Weapons (LE1) -(MOVED to 4.1.5 in 6th Edition)	**Compliance Verified**
1.3.7 Reviewing Reports of 1.3.6* (LE1)	**Compliance Verified**
1.3.11 Annual/Biennial Proficiency Training* (LE1)	**Compliance Verified**
1.3.13 Analyze Reports from 1.3.6* (LE1)	**Compliance Verified**
11 Organization and Administration	
11.4.5 Notify CEO of Incident with Liability (LE1)	**Compliance Verified**
12 Direction	
12.1.3 Obey Lawful Orders (LE1)	**Compliance Verified**
15 Planning and Research Goals and Objectives and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	**Compliance Verified**
17 Fiscal Management and Agency Property	
17.5.3 Operational Readiness (LE1)	**Compliance Verified**
22 Compensation Benefits and Conditions of Work	
22.3.2 General Health and Physical Fitness (LE1)	**Compliance Verified**
25 Grievance Procedures	
25.1.1 Grievance Procedures (LE1)	**Compliance Verified**
26 Disciplinary Procedures	
26.1.4 Disciplinary System (LE1)	**Compliance Verified**
31 Recruitment	
31.2.1 Recruitment Plan (LE1)	**Compliance Verified**
31.2.2 Annual Analysis* (LE1)	**Compliance Verified**
32 Selection	

Standards	Findings
32.2.7 Medical Examinations (LE1)	**Compliance Verified**
32.2.8 Emotional Stability/Psychological Fitness Examinations (LE1)	**Compliance Verified**
33 Training and Career Development	
33.1.5 Remedial Training (LE1)	**Compliance Verified**
33.4.1 Entry Level Training Required (LE1)	**Compliance Verified**
33.6.2 Tactical Team Training Program (LE1)	**Compliance Verified**
33.8.2 Skill Development Training Upon Promotion (LE1)	**Compliance Verified**
35 Performance Evaluation	
35.1.2 Annual Evaluation* (LE1)	**Compliance Verified**
35.1.9 Personnel Early Warning System* (LE1)	**Compliance Verified**
41 Patrol	
41.1.4 Agency Animals (LE1)	**Compliance Verified**
41.2.2 Pursuit of Motor Vehicles* (LE1)	**Compliance Verified**
41.2.3 Roadblocks and Forcible Stopping* (LE1)	**Compliance Verified**
42 Criminal Investigation	
42.1.6 Criminal Intelligence* (LE1)	**Compliance Verified**
42.2.10 Interview Rooms (LE1)	**Compliance Verified**
44 Juvenile Operations	
44.1.1 Juvenile Operations Policy (LE1)	**Compliance Verified**
46 Critical Incidents Special Operations and Homeland Security	
46.1.3 Command Function* (LE1)	**Compliance Verified**
46.1.9 Annual Training* (LE1)	**Compliance Verified**
46.1.10 Active Threats* (LE1)	**Compliance Verified**
52 Internal Affairs	
52.1.2 Records Maintenance and Security (LE1)	**Compliance Verified**
52.2.1 Complaint Types (LE1)	**Compliance Verified**
70 Detainee Transportation	
70.1.7 Procedures Escape* (LE1)	**Compliance Verified**
71 Processing and Temporary Detention	
71.2.1 Training of Personnel* (LE1)	**Compliance Verified**
71.4.3 Inspections* (LE1)	**Compliance Verified**
72 Holding Facility	

Standards	Findings
72.1.1 Training User Personnel* (LE1)	**Compliance Verified**
81 Communications	
81.3.2 Alternate Power Source* (LE1)	**Compliance Verified**
82 Central Records	
82.1.6 Computer File Backup and Storage* (LE1)	**Compliance Verified**
83 Collection and Preservation of Evidence	
83.1.1 24 Hour Availability (LE1)	**Compliance Verified**
84 Property and Evidence Control	
84.1.2 Storage and Security (LE1)	**Compliance Verified**
84.1.6 Inspections and Reports* (LE1)	**Compliance Verified**

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 3 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Russ McElwee
On 5/1/2019, the Year 3 Remote Web-based Assessment of Annapolis (MD) Police Department was conducted. The review was conducted remotely and included 73 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.2.1 Legal Authority Defined (LE1)	**Compliance Verified**
1.2.8 Strip/Body Cavity Search (LE1)	**Compliance Verified**
1.3.3 Warning Shots (LE1)- (MOVED to 4.1.3 in 6th Edition)	**Compliance Verified**
1.3.9 Authorization: Weapons and Ammunition (LE1) **Notes:** ISSUE: Bullet C - requires a written directive that states all weapons be reviewed, inspected and approved by a qualified weapons instructor or armorer prior to issues. Agency provided directive does not require that inspection and approval prior to issue. AGENCY ACTION NEEDED: Revise agency directive to include required inspections and provide proofs of those inspections.	**Standard Issue**
1.3.12 Issuing Written Directives (LE1)	**Compliance Verified**
3 Contractual Agreements for Law Enforcement Services	
3.1.1 Written Agreement for Services Provided (LE1)	**Not Applicable by Function**
11 Organization and Administration	
11.3.1 Responsibility/Authority (LE1)	**Compliance Verified**
12 Direction	
12.2.1 The Written Directive System (LE1)	**Compliance Verified**
16 Allocation and Distribution of Personnel and Personnel Alternatives	
16.3.1 Program Description (LE1)	**Not Applicable by Function**
16.3.2 Selection Criteria (LE1)	**Not Applicable by Function**
16.3.3 Entry Level Training (LE1)	**Not Applicable by Function**
16.3.5 In-Service Training (LE1)	**Not Applicable by Function**
16.3.6 Use of Force Training & Firearms Proficiency (LE1)	**Not Applicable by Function**
16.4.2 Training (LE1) **Notes:** ISSUE: Standard requires that Auxiliaries receive training in their assigned duties. Accred Manager advises that while Auxiliaries were hired in 2016 and 2017 their training records were retained by the commander in charge of that program. The commander left the department in 2017 and the training records were not passed on to the training unit. No Auxiliaries were hired in 2018. AGENCY ACTION NEEDED: All training records should be documented and retained by the Training Unit.	**Standard Issue**
22 Compensation Benefits and Conditions of Work	

Standards	Findings
22.2.2 Benefits Program (LE1)	**Compliance Verified**
22.3.5 Extra-Duty Employment (LE1)	**Compliance Verified**
26 Disciplinary Procedures	
26.1.1 Code of Conduct and Appearance (LE1)	**Compliance Verified**
33 Training and Career Development	
33.1.7 Training Class Records Maintenance (LE1)	**Compliance Verified**
33.4.3 Field Training Program (LE1)	**Compliance Verified**
34 Promotion	
34.1.3 Promotional Process Described (LE1)	**Compliance Verified**
35 Performance Evaluation	
35.1.1 Performance Evaluation System (LE1)	**Compliance Verified**
41 Patrol	
41.2.6 Missing Children (LE1)	**Compliance Verified**
41.3.2 Equipment Specification/Replenishment (LE1)	**Compliance Verified**
41.3.5 Protective Vests (LE1)	**Compliance Verified**
41.3.6 Protective Vests/Pre-Planned High Risk Situations (LE1)	**Compliance Verified**
42 Criminal Investigation	
42.2.1 Preliminary Investigations Steps (LE1)	**Compliance Verified**
43 Vice Drugs and Organized Crime	
43.1.1 Complaint Management (LE1)	**Compliance Verified**
44 Juvenile Operations	
44.2.2 Procedures for Custody (LE1)	**Compliance Verified**
44.2.3 Custodial Interrogation (LE1)	**Compliance Verified**
46 Critical Incidents Special Operations and Homeland Security	
46.1.1 Planning Responsibility (LE1)	**Compliance Verified**
46.1.2 All Hazard Plan (LE1)	**Compliance Verified**
46.2.7 Special Events Plan (LE1)	**Compliance Verified**
52 Internal Affairs	
52.2.3 Investigation Time Limits (LE1)	**Compliance Verified**
61 Traffic	
61.1.2 Uniform Enforcement Procedures (LE1)	**Compliance Verified**
61.1.4 Informing The Violator (LE1)	**Compliance Verified**

Standards	Findings
61.1.11 DUI Procedures (LE1)	**Compliance Verified**
61.3.3 Escorts (LE1)	**Compliance Verified**
61.4.3 Towing (LE1)	**Compliance Verified**
70 Detainee Transportation	
70.1.2 Searching Transport Vehicles (LE1) **Notes:** ISSUE: Standard requires transport vehicles to be searched prior to and after transporting detainees. No proofs from 2016, 2017 or 2018 were included in file. AGENCY ACTION NEEDED: It is recommended that the agency provide proofs of inspections.	**Standard Issue**
70.4.2 Rear Compartment Modifications (LE1)	**Compliance Verified**
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	**Compliance Verified**
71.4.1 Physical Conditions (LE1)	**Compliance Verified**
72 Holding Facility	
72.1.1 Training User Personnel* (LE1)	**Not Applicable by Function**
72.4.1 Securing Firearms (LE1)	**Not Applicable by Function**
72.5.3 Sight and Sound Separation (LE1)	**Not Applicable by Function**
73 Court Security	
73.1.1 Role Authority Policies (LE1)	**Not Applicable by Function**
73.3.1 Weapon Lockboxes (LE1)	**Not Applicable by Function**
73.4.2 External Communications (LE1)	**Not Applicable by Function**
73.5.12 Securing Firearms (LE1)	**Not Applicable by Function**
73.5.18 Designated Control Point (LE1)	**Not Applicable by Function**
81 Communications	
81.2.2 Continuous Two-Way Capability (LE1)	**Compliance Verified**
81.2.5 Access to Resources (LE1)	**Compliance Verified**
81.2.12 Misdirected Emergency Calls (LE1)	**Compliance Verified**
81.2.14 First Aid Over Phone (LE1)	**Not Applicable by Function**
81.3.1 Communications Center Security (LE1)	**Compliance Verified**
82 Central Records	
82.1.1 Privacy and Security (LE1) **Notes:** ISSUE: Standard requires privacy and security precautions of the agency's Central Records. No proofs in the file. AGENCY ACTION NEEDED: It is recommended that agency provide proofs regarding security of agency's records section.	**Standard Issue**
82.2.3 Case Numbering System (LE1)	**Compliance Verified**

Standards	Findings
82.3.4 Traffic Citation Maintenance (LE1)	**Compliance Verified**
83 Collection and Preservation of Evidence	
83.2.4 Equipment and Supplies (LE1)	**Compliance Verified**
83.3.2 Evidence Laboratory Submission (LE1)	**Compliance Verified**
84 Property and Evidence Control	
84.1.1 Evidence/Property Control System (LE1) **Notes:** ISSUE: Standard requires a written directive regarding receiving all in-custody and evidentiary property. No written directive for Bullet G as required by standard. 2016 proofs provided for Bullets A and E only. No proofs for 2017 or 2018 provided for bullets A - G. AGENCY ACTION NEEDED: It is recommended that agency revise its directive to include requirements for Bullet G and provide proofs of compliance for all bullets.	**Standard Issue**
84.1.5 Records Status of Property (LE1)	**Compliance Verified**
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	**Not Applicable by Function**
91.1.3 Campus Background Investigation (LE1)	**Not Applicable by Function**
91.1.4 Campus Security Escort Service (LE1)	**Not Applicable by Function**
91.1.5 Emergency Notification System (LE1)	**Not Applicable by Function**
91.1.7 Behavioral Threat Assessment (LE1)	**Not Applicable by Function**
91.1.8 Security Camera Responsibilities* (LE1)	**Not Applicable by Function**
91.1.9 Emergency Only Phones and Devices* (LE1)	**Not Applicable by Function**
91.1.10 Administrative Investigation Procedures (LE1)	**Not Applicable by Function**
91.2.1 Agency Role and Responsibilities (LE1)	**Not Applicable by Function**
91.3.1 Agency Role and Responsibilities (LE1)	**Not Applicable by Function**
91.4.1 Position Responsible for Clery Act* (LE1)	**Not Applicable by Function**

Response from Agency Regarding Findings:

CEO Feedback not provided.

YEAR 4 REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Tim Hazlette
On 10/5/2019, the Year 4 Remote Web-based Assessment of Annapolis (MD) Police Department was conducted. The review was conducted remotely and included 52 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.2.3 Compliance with Constitutional Requirements (LE1)	**Compliance Verified**
1.2.4 Search and Seizure (LE1)	**Compliance Verified**
1.2.5 Arrest with/without Warrant (LE1)	**Compliance Verified**
1.3.4 Use of Authorized Less Lethal Weapons (LE1)- (MOVED to 4.1.4 in 6th Edition)	**Compliance Verified**
1.3.8 Removal from Line of Duty Assignment Use of Force (LE1)	**Compliance Verified**
1.3.9 Authorization: Weapons and Ammunition (LE1) **Notes:** ISSUE: - AGENCY ACTION NEEDED: Site-Based Assessor Palmer: Bullet C: The agency had not revised the agency directive to include required inspections prior to weapons being issued. Proofs for inspections prior to issuance were not provided.	**Standard Issue**
12 Direction	
12.2.2 Dissemination and Storage (LE1)	**Compliance Verified**
16 Allocation and Distribution of Personnel and Personnel Alternatives	
16.4.2 Training (LE1) **Notes:** ISSUE: File is absent Training Records as required by the standard. - AGENCY ACTION NEEDED: y4-2019 > General Order H.2; Section III. C. > policy needs to be revised to add language covering “records retention” and “storage” – to prevent future issues as NOTED in the file from the Year 3 Annual Review. Site-Based Assessor Palmer - There are no proofs of training for Auxiliaries.	**Standard Issue**
21 Classification and Delineation of Duties and Responsibilities	
21.2.2 Job Description Maintenance and Availability (LE1)	**Compliance Verified**
22 Compensation Benefits and Conditions of Work	
22.2.4 Victim Witness Services/Line of Duty Death (LE1)	**Compliance Verified**
26 Disciplinary Procedures	
26.1.6 Appeal Procedures (LE1)	**Compliance Verified**
32 Selection	
32.2.1 Background Investigations (LE1)	**Compliance Verified**
33 Training and Career Development	
33.1.4 Lesson Plan Requirements (LE1)	**Compliance Verified**
33.1.6 Employee Training Record Maintenance (LE1)	**Compliance Verified**

Standards	Findings
33.5.3 Accreditation Training (LE1)	**Compliance Verified**
34 Promotion	
34.1.7 Promotional Probation (LE1)	**Compliance Verified**
35 Performance Evaluation	
35.1.7 Employee Counseling (LE1)	**Compliance Verified**
35.1.9 Personnel Early Warning System* (LE1)	**Compliance Verified**
41 Patrol	
41.2.1 Responding Procedures (LE1)	**Compliance Verified**
41.2.4 Notification Procedures (LE1)	**Compliance Verified**
41.2.5 Missing Persons (LE1)	**Compliance Verified**
41.3.8 In-Car Audio/Video (LE1)	**Compliance Verified**
42 Criminal Investigation	
42.1.3 Case File Management (LE1)	**Compliance Verified**
43 Vice Drugs and Organized Crime	
43.1.5 Covert Operations (LE1)	**Compliance Verified**
44 Juvenile Operations	
44.2.1 Handling Offenders (LE1)	**Compliance Verified**
46 Critical Incidents Special Operations and Homeland Security	
46.3.1 Liaison with other Organizations (LE1)	**Compliance Verified**
46.3.4 Hazmat Awareness (LE1)	**Compliance Verified**
52 Internal Affairs	
52.1.3 CEO Direct Accessibility (LE1)	**Compliance Verified**
55 Victim/Witness Assistance	
55.2.6 Next-of-Kin Notification (LE1)	**Compliance Verified**
61 Traffic	
61.1.3 Violator Procedures (LE1)	**Compliance Verified**
61.1.5 Uniform Enforcement Policies (LE1)	**Compliance Verified**
61.1.7 Stopping/Approaching (LE1)	**Compliance Verified**
61.3.2 Direction/Control Procedures (LE1)	**Compliance Verified**
61.4.1 Assistance Highway Users (LE1)	**Compliance Verified**
61.4.2 Hazardous Highway Conditions (LE1)	**Compliance Verified**
70 Detainee Transportation	

Standards	Findings
70.1.2 Searching Transport Vehicles (LE1) **Notes:** ISSUE: Standard requires transport vehicles to be searched prior to and after transporting detainees. No proofs from 2016, 2017 or 2018 were included in file. AGENCY ACTION NEEDED: It is recommended that the agency provide proofs of inspections. FLEET INSPECTION REPORTS were added to file during y4 annual review; however, there is no reporting mechanism to support General Order C.18 which language is compliant with the standard. Site-Based Assessor Palmer: There were no proofs of inspections available. The agency will tag body camera video showing officers checkcing transport vehicles prior to and after transporting detainees. The agency will provide these proofs in future years.	**Standard Issue**
70.1.6 Procedures Transport Destination (LE1) **Notes:** ISSUE: File lacks Proof Documents for Bullet A & B. - AGENCY ACTION NEEDED: y4-2019; Bullets A; & B; Proof documents needed (photos or narrative) to explain policy application to the standard. Site Based Assessor Palmer: Proofs were demonstrated by observation and interview during ride-along.	**Compliance Verified**
70.1.8 Notify Court of Security Hazard (LE1)	**Compliance Verified**
70.2.1 Prisoner Restraint Requirement (LE1)	**Compliance Verified**
71 Processing and Temporary Detention	
71.3.3 Security (LE1)	**Compliance Verified**
71.4.2 Fire Prevention/Suppression (LE1)	**Compliance Verified**
71.5.1 Security Concerns in Designated Processing or Testing Rooms/Areas (LE1)	**Compliance Verified**
74 Legal Process	
74.1.1 Information Recording (LE1)	**Compliance Verified**
81 Communications	
81.2.3 Recording Information (LE1)	**Compliance Verified**
81.2.4 Radio Communications Procedures (LE1)	**Compliance Verified**
81.2.8 Recording and Playback (LE1)	**Compliance Verified**
82 Central Records	
82.1.1 Privacy and Security (LE1) **Notes:** ISSUE: - AGENCY ACTION NEEDED: Site-Based Assessor Palmer: Compliance was verified through observation and interviews with staff.	**Compliance Verified**
82.2.1 Field Reporting System (LE1)	**Compliance Verified**
82.2.2 Reporting Requirements (LE1)	**Compliance Verified**
83 Collection and Preservation of Evidence	
83.2.6 Report Preparation (LE1)	**Compliance Verified**
84 Property and Evidence Control	

Standards	Findings
84.1.1 Evidence/Property Control System (LE1)	**Standard Issue**
Notes: ISSUE: File lacks a Written Directive for Bullet G. Proof documents are needed for Bullet B - AGENCY ACTION NEEDED: Revision to General Order K.1 is needed to include the provisions of Bullet G. Proof document assigned to Bullet G illustrate a mechanism is in place to address Bullet G - but no directive for it application. Also, Bullet B lacks a proof document. A proof document is needed for Bullet B to illustrate evidence accounting and submission. Site-Based Assessor Palmer: The agency did not amend their directive to address bullet G. Proofs supplied during the site-based assessment were insufficient to show compliance.	
84.1.6 Inspections and Reports* (LE1)	**Standard Issue**
Notes: ISSUE: File lacks sufficient proof documents to illustrate and verify compliance under Bullets C & D. - AGENCY ACTION NEEDED: Proof documents (Annual Evidence and Property Inspection - both Announced and Unannounced) are needed for years 2017 & 2018. Site-Based Assessor Palmer: Bullet A) The agency did not conduct semi-annual inspections for 2016 or 2019. and only one semi-annual audit for 2017. Bullet C) The agency did not conduct an annual audit in 2017 or 2018 . Bullet D) there was no unannounced inspections in 2017 or 2018.	

Comments:

General file construction needs improvement by attaching directives and proofs to the appropriate line in the standard or bullet,
As a result of the Compliance Service Members review, there were seven (7) standards outstanding for review by the assessment team during the site-based assessment. Two of those standards were found to be in compliance.

The agency did not conduct necessary inspections and audits of property and evidence.

Response from Agency Regarding Findings:

I am fully committed to the accreditation process and its benefit to the Department. As a former Inspector General with the Baltimore City Police Department, the value of standardized processes/procedures cannot be overstated. All outstanding issues mentioned in this report will be addressed prior to the March conference in Orlando.

SITE-BASED ASSESSMENT

1/19/2021

Planning and Methodology:

A conference call was held between Chief Jackson, Major Herman, Accreditation Manager Miguel Dennis and the assessment team. An overview of the on-site process was discussed and the areas of focus were finalized.

The agency did not have a mock assessment, however could have benefited by having one. There were seven outstanding standards issues identified by the CSM. Two were resolved and marked in compliance during the site-based assessment.

Community Services

The agency has a very active community services unit that has implemented numerous youth-based educational, recreational, and preventive programs within the city, as well as programs for other segments of the population. Annapolis contains fifteen subsidized housing communities and the agency has taken a strong community policing approach with the youth living in those areas. There are numerous programs including the use of a Neighborhood Enhancement Team, bicycle patrols, Police Athletic League (PAL) within the local Boys and Girls Club, DARE Program, Character Counts Program, various summer camps, a scholarship program, and many others. These efforts are further enhanced by the agency's active Explorer, Cadet, and Auxiliary Officer programs, as well as a Hispanic Liaison program.

It is clear that the Community Services Unit has woven itself into the fabric of these communities, and has also garnered support and formed partnerships with various local merchants and residents who often provide financial assistance (donations) to the many programs. This is an important aspect of the agency's community policing efforts because the unit receives little to no additional city funding for these programs. Most or all funding for programs and events come from these private partnerships. For example, the agency has raised $20K for the next round of scholarships – enabling them to award eight $1K and two $500 scholarships per semester. These scholarships can go toward college or trade school tuition.

The agency also participates in the Annapolis Substance Abuse Coalition and Annapolis Cares, a grant-funded program that incorporates Project Lifesaver and other services for those with cognitive disabilities. They work with the local food bank to deliver and provide meals to numerous families in the city. It was noted that the food bank often uses inmates on work release to staff the food bank, and having officers in marked patrol vehicles participate in deliveries often helps break down barriers between this population and the police.

Alderwoman Pindell Charles noted appreciation and pride for the police department and its community services approach. As Chair of the City’s Public Safety Commission and a former Baltimore City Prosecutor, she believes that the agency has evolved in a positive direction over the years and that she’s been very encouraged by the results. She praised Chief Jackson’s efforts, including his willingness to get out and speak to community groups, including those from both affluent and subsidized housing neighborhoods in every ward. Chief Jackson is currently planning to hold a series of town hall meetings within these communities, and plans to include a parent outreach component and address educational issues.

Alderwoman Charles praised the success of APD’s summer camp program, which include a variety of formats. She stated that last year there were 30 pop-up camps – camps that were one, two, or three days and focused on particular activities (i.e., Art Camp, Cooking Camp, etc.). She closed by saying that the trust factor between the police department and the community is significant and that the agency maintains excellent relationships within the

government and community, and with the local newspapers.

Standards Issues:

None

Suggestions

The city should consider providing additional funding toward their community services efforts.

Criminal Investigations

The Annapolis Police Department has a full-service criminal investigations function which is under the command of a lieutenant and is staffed by one sergeant, one corporal, and eight detectives. The division operates on two shifts providing coverage until 11pm on weekdays and 2am on weekends. There is an on-call system to ensure investigators are available at all times. While the Criminal Investigations Division investigates a variety of persons and property crimes, the corporal and two detectives primarily handle narcotics investigations.

The agency has forensic services capabilities which enables them to process and work though cases more efficiently. The forensic services lab has a staff of two. The only services that are typically referred to outside labs are DNA lab work and firearms-related forensics. DNA lab work goes to the Maryland State Police and firearms go to the Anne Arundel County Police Forensic Services Section. The agency also has numerous patrol officers trained in evidence collection and processing techniques. Within the past year, APD has investigated four homicides, 15 non-fatal shootings, in addition to a number of armed robberies, residential and commercial burglaries.

A crime analysis position, which had not been staffed for about a year was recently filled. The agency feels this position will enhance their crime analysis abilities and be able to direct resources more efficiently. Of note is the fact that Chief Jackson recently established a cold case investigator position, responsible for reviewing and investigating approximately 15 cold case homicides from over the last twenty years. The investigator is a retired veteran of the Baltimore Police Department.

Homeland security and criminal intelligence matters are handled within the CID. All daily police reports are reviewed by a lieutenant and cases are assigned for follow-up investigation. The lieutenant also determines what information or intelligence should be forwarded to other agencies or to other units within the agency. Intelligence sharing is accomplished many ways and the agency reports a great working relationship with the Maryland Coordination and Analysis Center (MCAC).

There is a positive relationship between CID and the patrol division, as both are encouraged to interact daily, whether by detective attendance at shift briefings, or by an “open-door” policy in CID. Patrol officers regularly go into the Division for advice and/or information sharing.

The CID corporal oversees the use of confidential informants, as supervisor of the drug unit. Confidential funds are audited each month and used often. The agency possesses and utilizes a polygraph machine which is operated by the agency’s one, certified operator. Undercover and surveillance equipment are accounted for by use of a safe, log sheet with case number, and supervisory approval/sign-off. Notable equipment includes GPS tracking devices and aerial drones.

Standards Issues:

None.

Suggestions

None.

Critical Incident Stress Management

The agency started a Critical Incident Stress Management (CISM) team approximately two years ago. It is supervised by a lieutenant. The team consists of four trained sworn officers who will be able to support members by providing assistance in three specific areas:
1. Personal and group debriefing, demobilization, defusing, and post critical incident seminars in the wake of critical incidents and events.
2. Anonymous and confidential peer support designed to provide a comfortable outlet for employee stress and act as a vehicle for securing additional assistance if required.
3. Resilience training designed to provide employees continuing education and techniques for stress management throughout their careers and beyond.

The CISM Team members make themselves available at any time to confer with officers who are having difficulties dealing with critical incidents or other work-related issues and refers them to qualified professionals. Sometimes, their job is just to listed to officers about issues they may be experiencing.

Standards Issues:

None

Suggestions

Continue to expand the number of personnel who volunteer to be on the CISM team. Members of the team feel that two more members would be optimal.

Summary:

Number of Interviews Conducted: 15
Assessors' Names: Chief Mark Palmer, Deputy Chief Robert VanNieuwenhuyze
Site-Based Assessment Start Date: 01/06/2020
Site-Based Assessment End Date: 01/08/2020

Mandatory (M) Compliance	158
Other-Than-Mandatory (O) Compliance	0
Standards Issues	5
Waiver	0
(O) Elect 20%	0
Not Applicable	26
Total:	189

Percentage of applicable other-than-mandatory standards:	0 %

COMMUNITY FEEDBACK AND REVIEW

Public Information Session

The agency arranged for a public hearing on January 7, 2020 at 4:00 PM in the training room of the police department. Two citizens showed up, one of whom chose to address the assessment team.

Judy Budensick, a resident of Annapolis told the assessment team that she had worked with the Annapolis PD on raising funds for the police scholarship program. She said that the agency works hard to address neighborhood concerns and holds monthly meetings in her neighborhood to discuss problems and issues. She had attended the Citizen's Police Academy in the past and sits on the Chief's Advisory Board. She is supportive of the agency receiving reaccreditation.

Telephone Contacts

The agency arranged for a phone-in session fron 1:00 PM to 3:0 PM on January 7, 2020. The assessmen team received one call.

Kerry Berger, Assistant City Attorney for the city of Annapolis called to report that she has worked with the Annapolis Police Department for the past six years, working on legal issues pertaining to the agency. Ms. Berger said that she has conducted policy reviews for the agency and has worked on several lelagal claims against the PD. She reports however that those claims have been unsuccesful, mostly due to the training that agency members have received.

Correspondence

The assessment team received no correspondence about the agency.

Media Interest

The assessment team was not contacted by any media. No articles appeared in local newspapers regarding the site-based assessment.

Public Information Material

Priot to the assessors arriving on site, the agency's public information officer distributed

Community Outreach Contacts

Police volunteers Dixie Doyle and Robert Doyle
Auxiliary Officer Joann McCain
Assistant City Attorney Kerry Berger

STATISTICS AND DATA TABLES

Overview

The following information reflects empirical data submitted by the candidate agency specifically related to CALEA Standards. Although the data does not confirm compliance with the respective standards, they are indicators of the impact of the agency's use of standards to address the standards' intent

Traffic Warnings & Citations - Reaccreditation Year 1

Data Collection Period: -

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male			
Black Non-Hispanic Male			
Hispanic Latino Any Race Male			
Other Male			
White Non-Hispanic Female			
Black Non-Hispanic Female			
Hispanic Latino Any Race Female			
Other Female			
TOTAL	0	0	0

Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

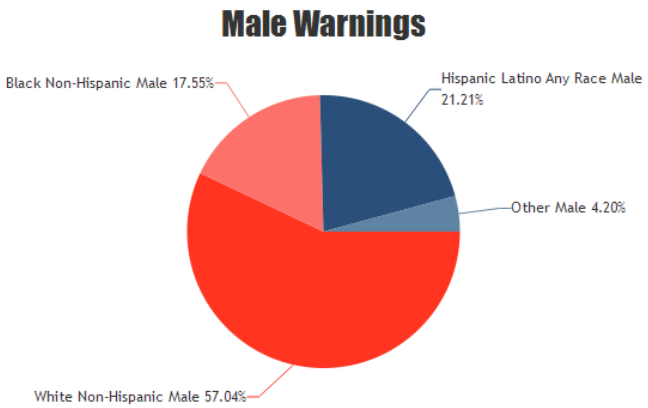
Traffic Warnings & Citations - Reaccreditation Year 2

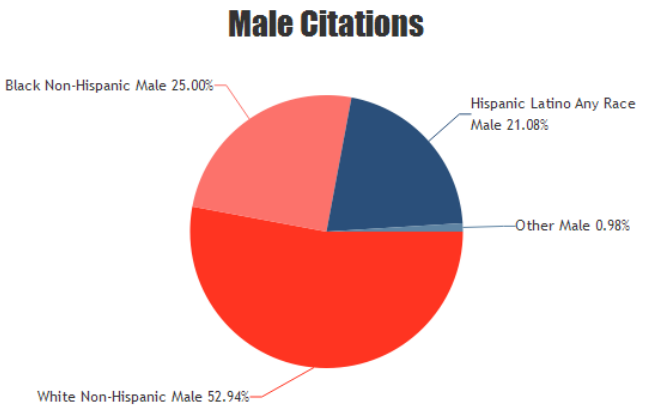
Data Collection Period: 1/1/2017 - 12/31/2017

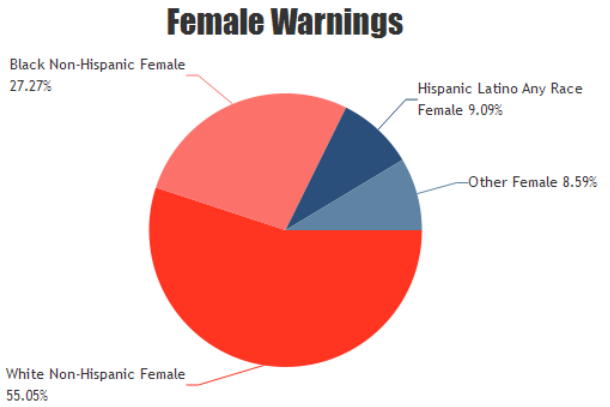
Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	312	216	528
Black Non-Hispanic Male	96	102	198
Hispanic Latino Any Race Male	116	86	202
Other Male	23	4	27
White Non-Hispanic Female	218	147	365
Black Non-Hispanic Female	108	72	180
Hispanic Latino Any Race Female	36	30	66
Other Female	34	3	37
TOTAL	943	660	1603

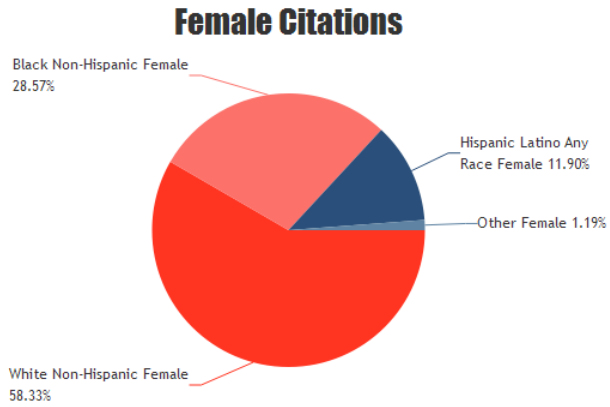
Reaccreditation Year 2 Notes:

The state of Maryland counts Safety Equipment Repair Orders (SERO) as warnings. They are included in the warnings columns.









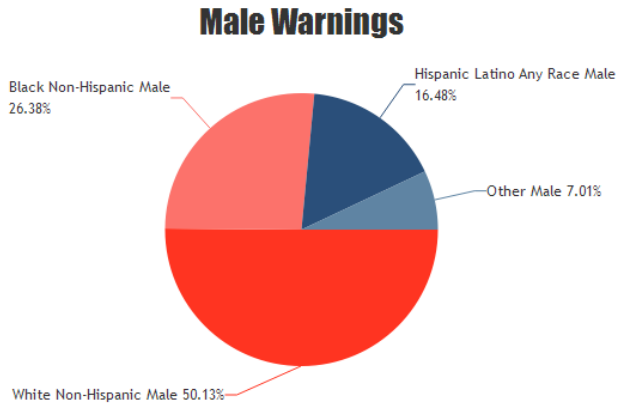
Legend

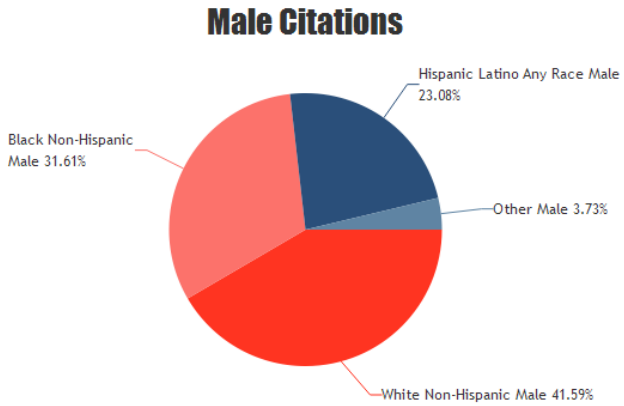
White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

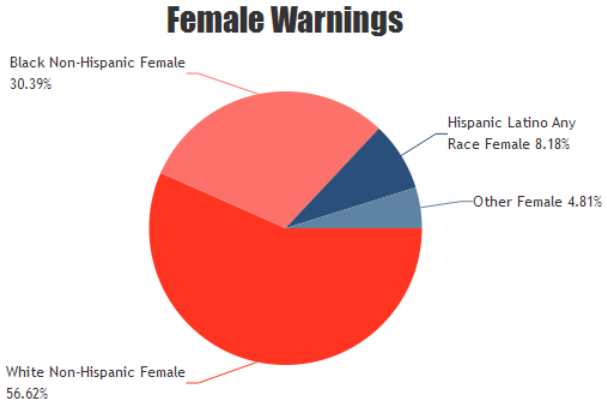
Traffic Warnings & Citations - Reaccreditation Year 3

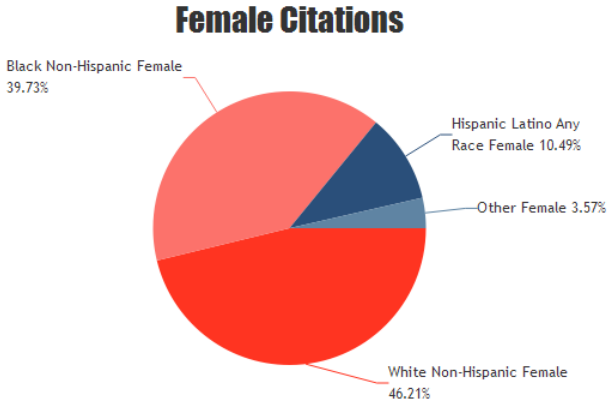
Data Collection Period: 1/1/2018 - 12/31/2018

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	572	346	918
Black Non-Hispanic Male	301	263	564
Hispanic Latino Any Race Male	188	192	380
Other Male	80	31	111
White Non-Hispanic Female	436	207	643
Black Non-Hispanic Female	234	178	412
Hispanic Latino Any Race Female	63	47	110
Other Female	37	16	53
TOTAL	1911	1280	3191









Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

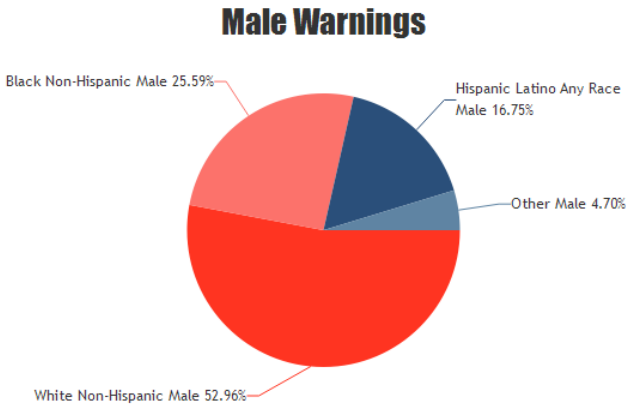
Traffic Warnings & Citations - Reaccreditation Year 4

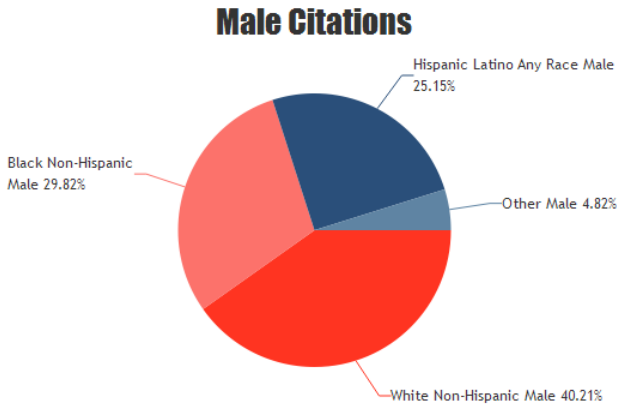
Data Collection Period: 1/1/2019 - 12/31/2019

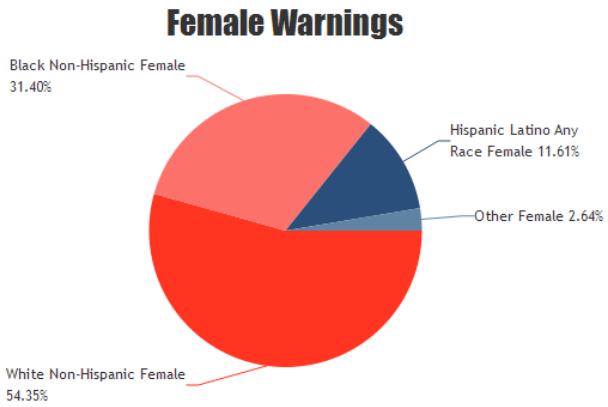
Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	563	267	830
Black Non-Hispanic Male	272	198	470
Hispanic Latino Any Race Male	178	167	345
Other Male	50	32	82
White Non-Hispanic Female	412	144	556
Black Non-Hispanic Female	238	132	370
Hispanic Latino Any Race Female	88	55	143
Other Female	20	7	27
TOTAL	1821	1002	2823

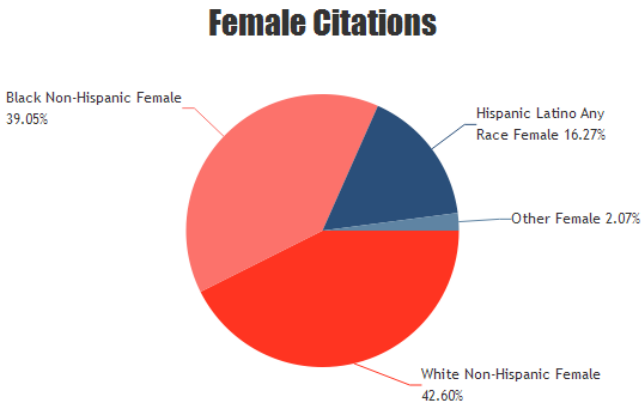
Reaccreditation Year 4 Notes:

Warnings include Safety Equipment Repair Orders









Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Biased Based Profiling

Year 1 Data Collection Period: -

Year 2 Data Collection Period: 1/1/2017-12/31/2017

Year 3 Data Collection Period: 1/1/2018-12/31/2018

Year 4 Data Collection Period: 1/1/2019-12/31/2019

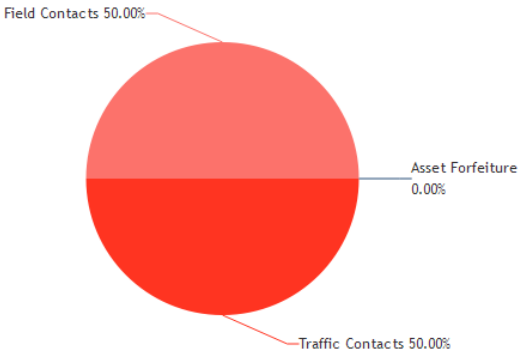
Complaints from:	Year 1	Year 2	Year 3	Year 4
Traffic Contacts		7	3	0
Field Contacts		7	0	0
Asset Forfeiture		0	0	0

Reaccreditation Year 3 Notes:

There were two (2) complaints that were internal.

Reaccreditation Year 4 Notes:

No biased policing complaints were received.



Legend

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

Use Of Force - Reaccreditation Year 1

Data Collection Period: -

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									0
Discharge									
Display Only									
ECW									0
Discharge Only									
Display Only									
Baton									
Chemical/OC									
Weaponless									
Canine									0
Release Only									
Release and Bite									
Total Uses of Force									
Total Number of Incidents Resulting In Officer Injury or Death									
Total Use of Force Arrests									
Total Number of Suspects Receiving Non-Fatal Injuries									
Total Number of Suspects Receiving Fatal Injuries									
Total Agency Custodial Arrests									
Total Use of Force Complaints									

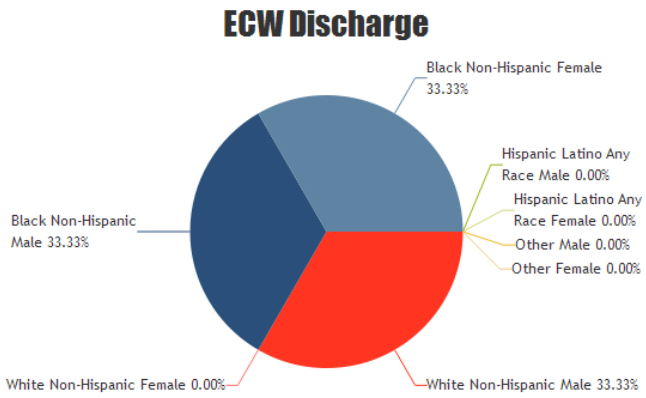
Use Of Force - Reaccreditation Year 2

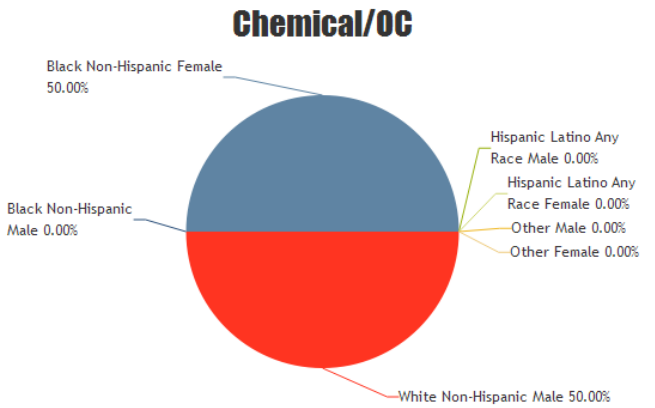
Data Collection Period: 1/1/2017 - 12/31/2017

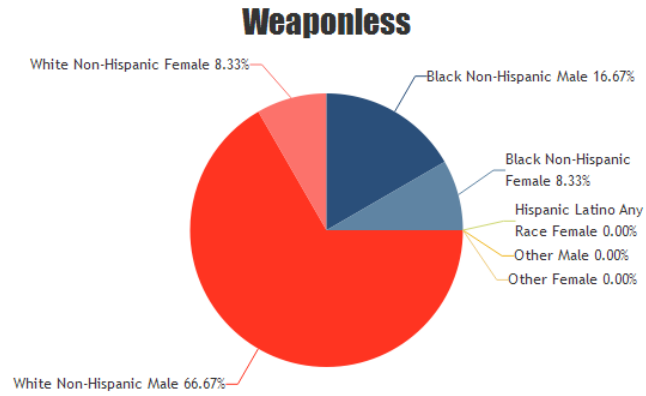
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									0
Discharge	0	0	0	0	0	0	0	0	0
Display Only	0	0	0	0	0	0	0	0	0
ECW									3
Discharge Only	1		1	1					3
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	2			2					4
Weaponless	8	1	2	1					12
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	11	1	3	4	0	0	0	0	19
Total Number of Incidents Resulting In Officer Injury or Death									
Total Use of Force Arrests									
Total Number of Suspects Receiving Non-Fatal Injuries									
Total Number of Suspects Receiving Fatal Injuries									
Total Agency Custodial Arrests									
Total Use of Force Complaints									

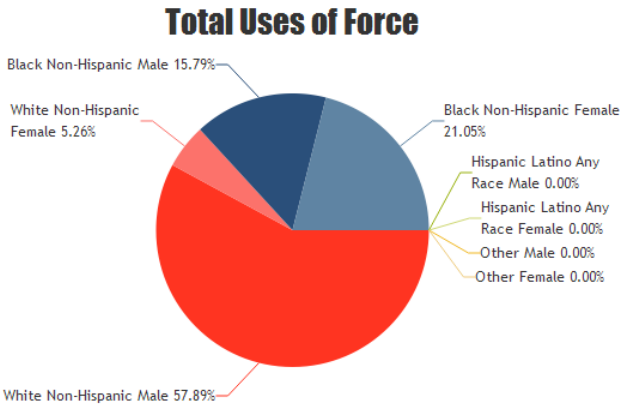
Reaccreditation Year 2 Notes:

There were two (2) accidental discharges during the reporting period. No injuries were incurred and both instances were investigated and administrative action taken.









Legend

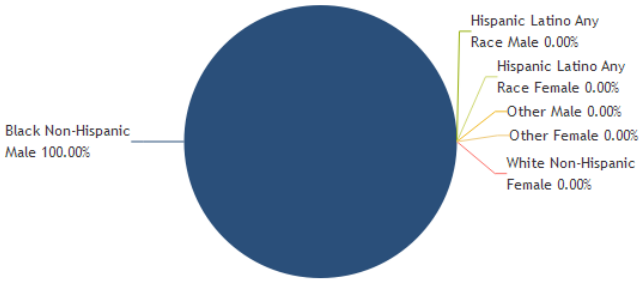
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 3

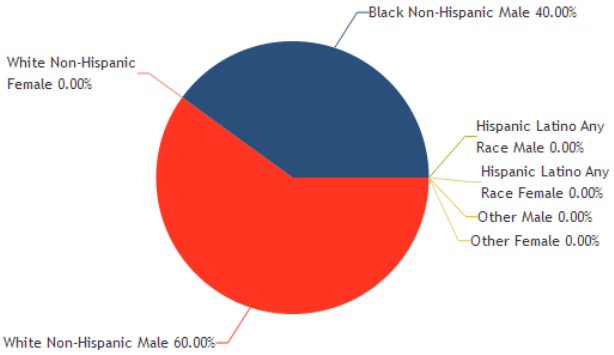
Data Collection Period: 1/1/2018 - 12/31/2018

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									0
Discharge	0	0	0	0	0	0	0	0	0
Display Only	0	0	0	0	0	0	0	0	0
ECW									4
Discharge Only	0	0	4	0	0	0	0	0	4
Display Only	0	0	0	0	0	0	0	0	0
Baton	0	0	0	0	0	0	0	0	0
Chemical/OC	3	0	2	0	0	0	0	0	5
Weaponless	3	0	4	0	1	0	0	0	8
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	6	0	10	0	1	0	0	0	17
Total Number of Incidents Resulting In Officer Injury or Death									
Total Use of Force Arrests									
Total Number of Suspects Receiving Non-Fatal Injuries	1	0	2	0	1	0	0	0	4
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests									
Total Use of Force Complaints									

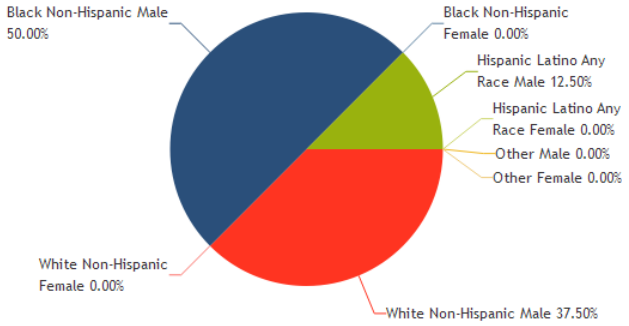
ECW Discharge



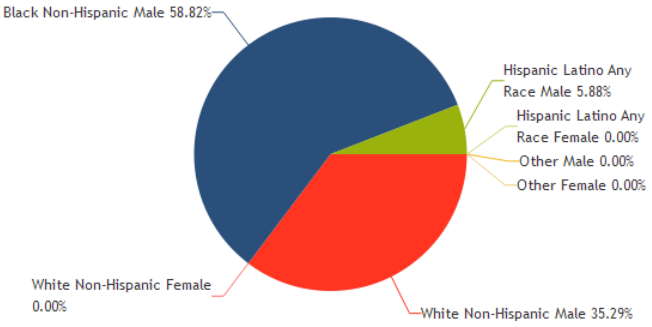
Chemical/OC



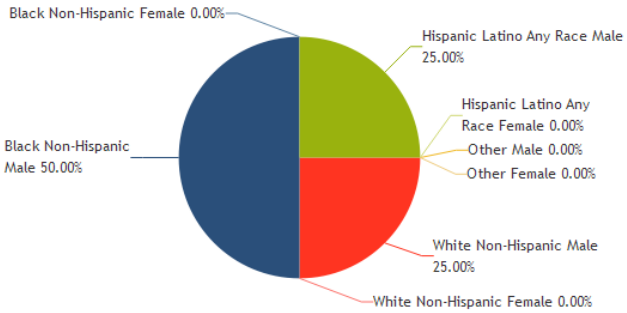
Weaponless



Total Uses of Force



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Use Of Force - Reaccreditation Year 4

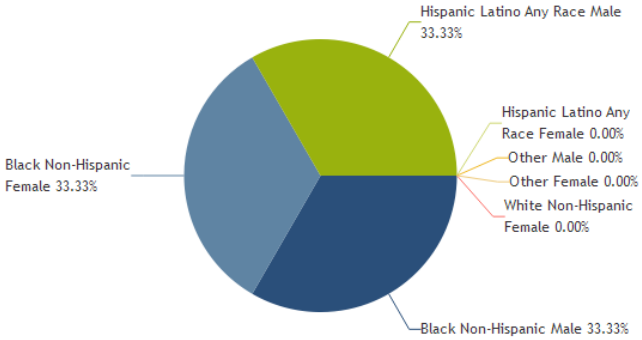
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									0
Discharge									
Display Only									
ECW									3
Discharge Only			1	1	1				3
Display Only									
Baton									
Chemical/OC		1	1	1					3
Weaponless			5						5
Canine									0
Release Only									
Release and Bite									
Total Uses of Force	0	1	7	2	1	0	0	0	11
Total Number of Incidents Resulting In Officer Injury or Death									
Total Use of Force Arrests	0	1	6	1	1				9
Total Number of Suspects Receiving Non-Fatal Injuries	0	1	5	2	1				9
Total Number of Suspects Receiving Fatal Injuries									
Total Agency Custodial Arrests	1947								1947
Total Use of Force Complaints			2						2

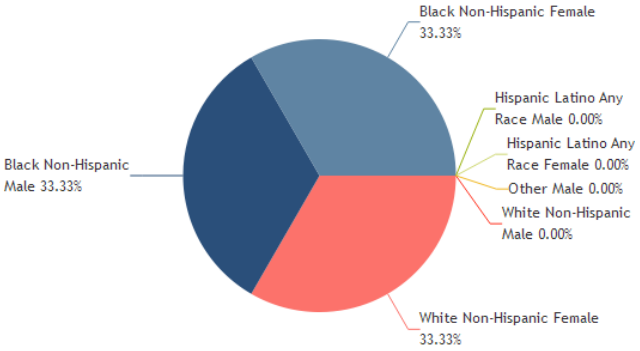
Reaccreditation Year 4 Notes:

Force was used during 0.56% of all custody arrests.

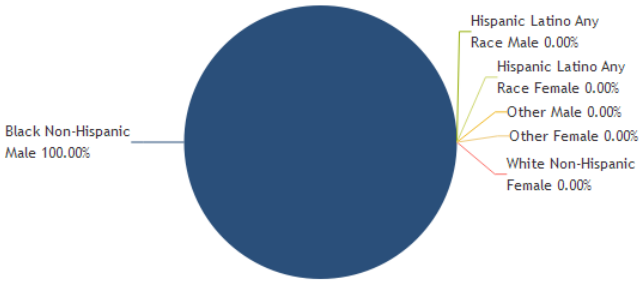
ECW Discharge



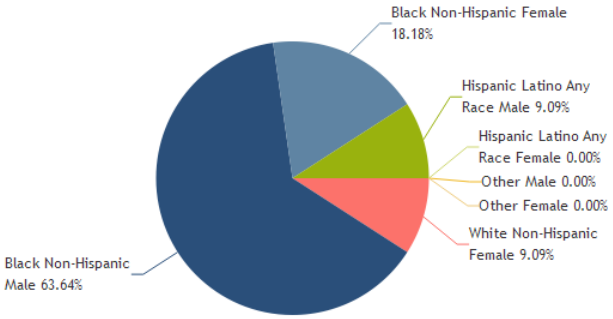
Chemical/OC



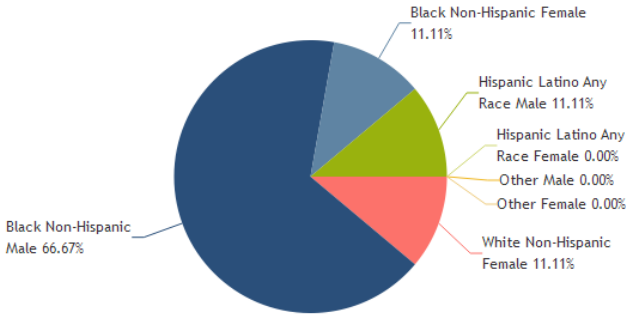
Weaponless



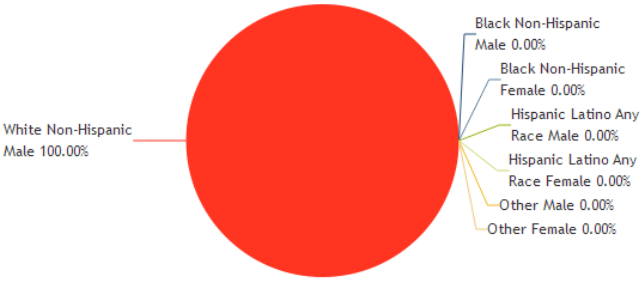
Total Uses of Force



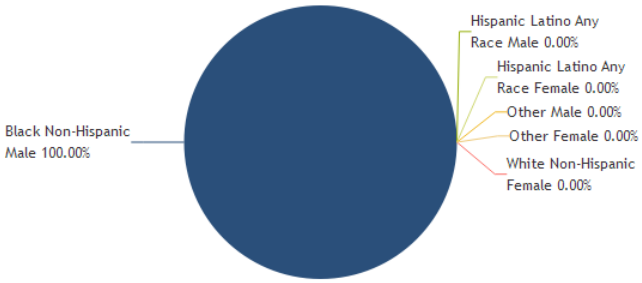
Total Use of Force Arrests



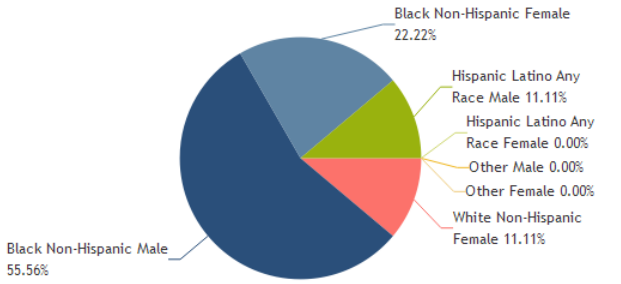
Total Agency Custodial Arrests



Total Use of Force Complaints



Total Number of Suspects Receiving Non-Fatal Injuries



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Grievances

Year 1 Data Collection Period: -

Year 2 Data Collection Period: 1/1/2017-12/31/2017

Year 3 Data Collection Period: 1/1/2018-12/31/2018

Year 4 Data Collection Period: 1/1/2019-12/31/2019

Grievances	Year 1	Year 2	Year 3	Year 4
Number		1	1	0

Reaccreditation Year 2 Notes:

There was one (1) grievance filed in 2017. The grievance re. the promotional process and perceived procedural/administrative issues. The grievance was resolved in favor of the employee.

Reaccreditation Year 3 Notes:

There was one (1) sworn grievance filed re. the promotional process. The grievance was settled in the employee's favor.

Reaccreditation Year 4 Notes:

We did have appeals of our promotional process; however, they are not considered grievances.

Personnel Actions

Year 1 Data Collection Period: -

Year 2 Data Collection Period: 1/1/2017-12/31/2017

Year 3 Data Collection Period: 1/1/2018-12/31/2018

Year 4 Data Collection Period: 1/1/2019-12/31/2019

	Year 1	Year 2	Year 3	Year 4
Suspension		8	5	1
Demotion		0	0	0
Resign In Lieu of Termination		0	4	1
Termination		2		1
Other		22		0
Total		32	9	3
Commendations		16		

Reaccreditation Year 2 Notes:

The 'other' category includes letters of reprimand and informal counseling. When an employee received both a loss of leave, as well as, a letter of reprimand/counseling only the loss of leave, as the more serious action, was counted.

Our commendation total includes in house recognition, as well as, outside recognition, i.e. civic/fraternal organizations. We did not include 'Officer of the Month' recognition in our totals.

Complaints and Internal Affairs - Reaccreditation Year 4

Data Collection Period: -

	Year 1	Year 2	Year 3	Year 4
External/Citizen Complaint				
Citizen Complaint		22	32	45
Sustained		7	6	20
Not Sustained		4	2	2
Unfounded		3	8	5
Exonerated		8	10	0
Internal/Directed Complaint				
Directed Complaint		24	29	31
Sustained		23	20	17
Not Sustained		1	0	1
Unfounded		0	0	3
Exonerated		0	0	0

Reaccreditation Year 4 Notes:

Eight(8) cases remain open as external complaints.
Ten (10) cases remain open as internal complaints.

Calls For Service - Reaccreditation Year 4

Data Collection Period: -

	Year 1	Year 2	Year 3	Year 4
Calls for Service	0	40733	38991	39027
UCR/NIBRS Part 1 Crimes				
Murder		7	1	4
Forcible Rape		15	27	11
Robbery		63	47	66
Aggravated Assault		135	140	169
Burglary		130	133	98
Larceny-Theft		762	722	92
Motor Vehicle Theft		40	55	727
Arson		0	3	0

Motor Vehicle Pursuit

Year 1 Data Collection Period: -

Year 2 Data Collection Period: 1/1/2017-12/31/2017

Year 3 Data Collection Period: 1/1/2018-12/31/2018

Year 4 Data Collection Period: 1/1/2019-12/31/2019

	Year 1	Year 2	Year 3	Year 4
Pursuits				
Total Pursuits		0	0	2
Forcible stopping techniques used		0	0	0
Terminated by Agency		0	0	0
Policy Compliant		0	0	
Policy Non-Compliant		0	0	
Collisions				
Injuries				
Total Collisions		0	0	0
Officer		0	0	0
Suspect		0	0	0
ThirdParty		0	0	0
Reason Initiated				
Traffic		0	0	0
Felony		0	0	2
Misdemeanor		0	0	0

Reaccreditation Year 2

There were no vehicle pursuits documented in 2017. We have a strict pursuit policy that mandates when pursuits are to be undertaken.

Reaccreditation Year 3

We have a strict pursuit policy that is monitored by the on duty supervisor and terminated immediately if not policy compliant.

Reaccreditation Year 4

Both pursuits involved vehicles. involved in a shooting.

Agency Breakdown Report - Reaccreditation Year 1

Data Collection Period: -

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive									
Command									
Supervisory Positions									
Non-Supervisory Positions									
Sub Total									
Non Sworn Personnel									
Executive									
Managerial									
Supervisory Positions									
Non-Supervisory Positions									
Sub Total									
Total									

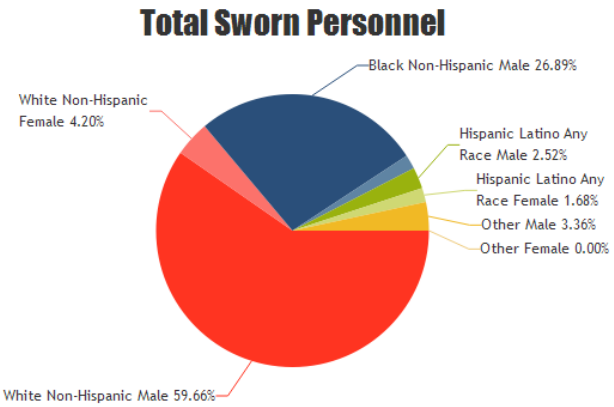
Agency Breakdown Report - Reaccreditation Year 2

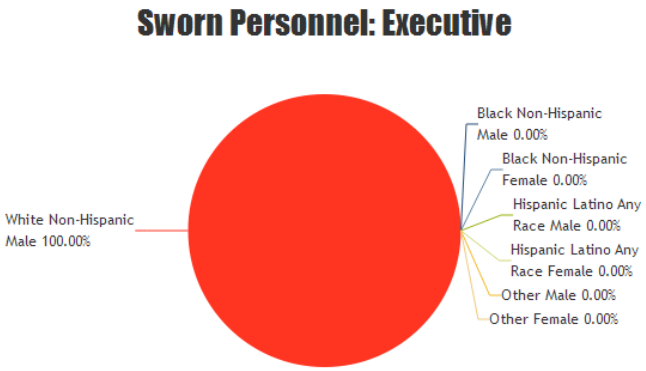
Data Collection Period: 1/1/2017 - 12/31/2017

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	2	0	0	0	0	0	0	0	2
Command	2	0	2	0	0	0	0	0	4
Supervisory Positions	14	2	5	0	1	1	1	0	24
Non-Supervisory Positions	53	3	25	2	2	1	3	0	89
Sub Total									119
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	0	0	0	0	0	0	0	0
Supervisory Positions	1								1
Non-Supervisory Positions	8	11	1	7	1	1	0	0	29
Sub Total									30
Total									149

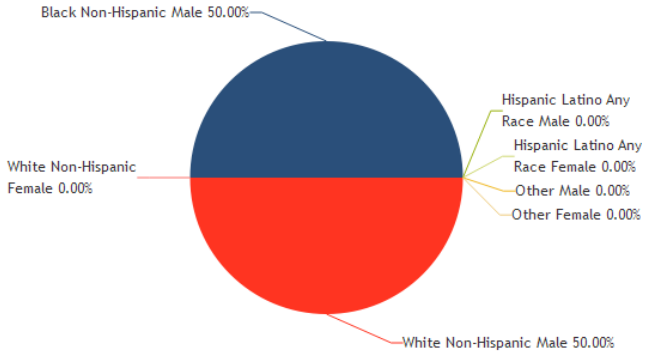
Reaccreditation Year 2 Notes:

Several sworn positions were filled by personnel performing in an acting capacity. Those positions were counted as if they were permanent. For example a Lieutenant acting as a Captain was carried as a Captain for purposes of our demographic.

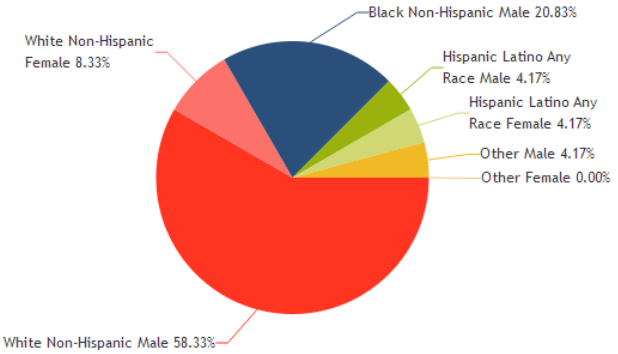




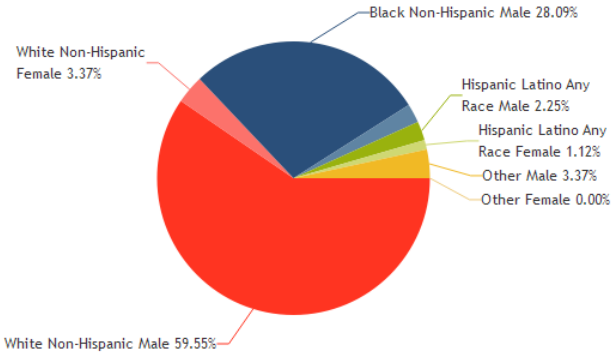
Sworn Personnel: Command



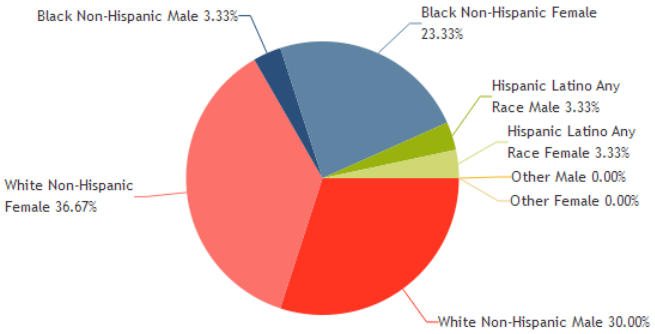
Sworn Personnel: Supervisory Positions



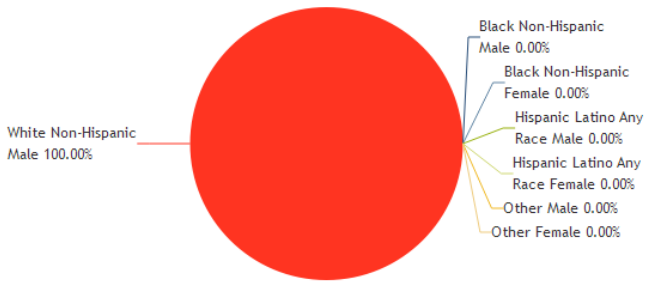
Sworn Personnel: Non-Supervisory Positions



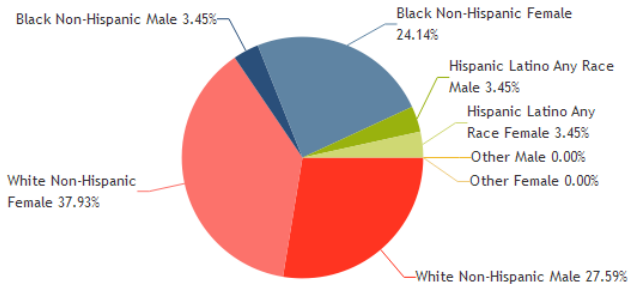
Total Non-Sworn Personnel



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



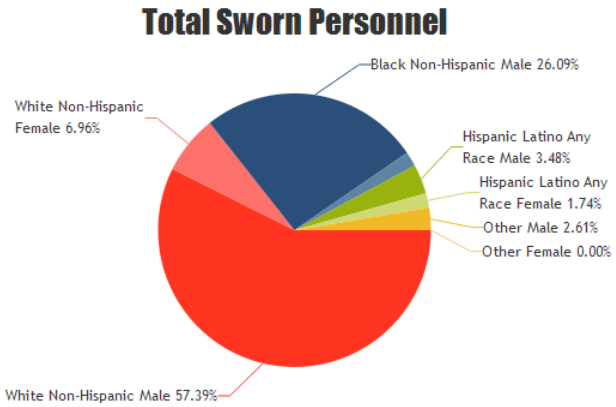
Legend

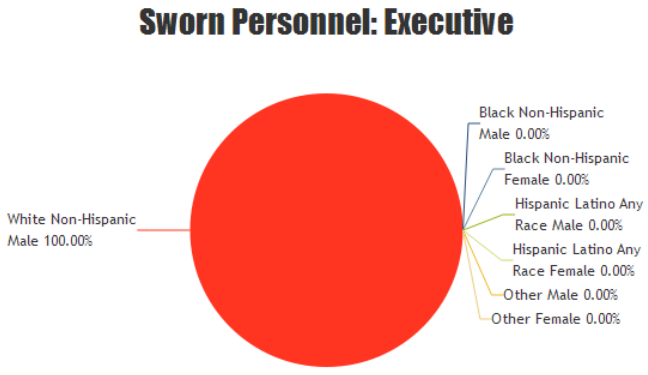
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

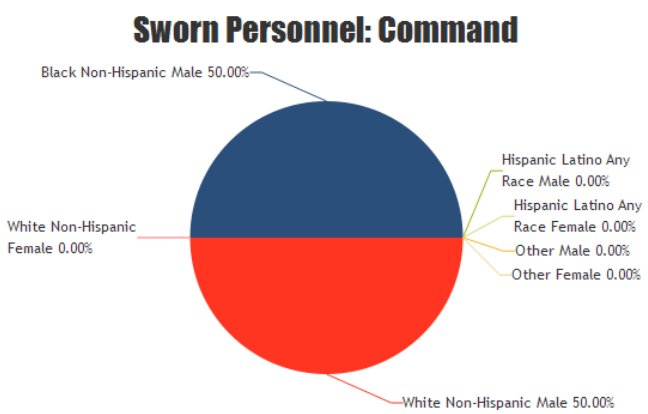
Agency Breakdown Report - Reaccreditation Year 3

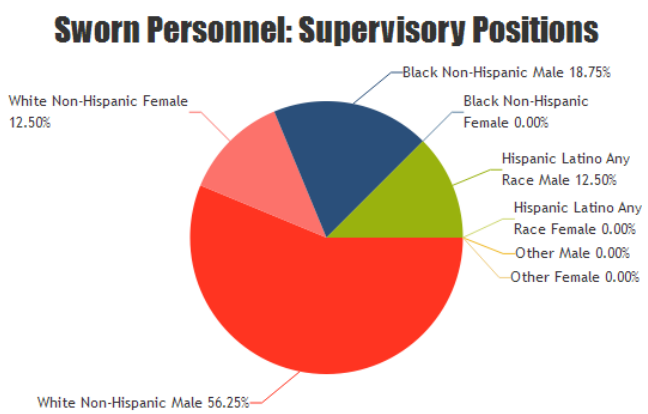
Data Collection Period: 1/1/2018 - 12/31/2018

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	2	0	0	0	0	0	0	0	2
Command	2	0	2	0	0	0	0	0	4
Supervisory Positions	9	2	3	0	2	0	0	0	16
Non-Supervisory Positions	53	6	25	2	2	2	3	0	93
Sub Total									115
Non Sworn Personnel									
Executive		1	0	0	0	0	0	0	1
Managerial									
Supervisory Positions	1	1	0	0	0	0	0	0	2
Non-Supervisory Positions	8	9	1	6	1	1	0	0	26
Sub Total									29
Total									144

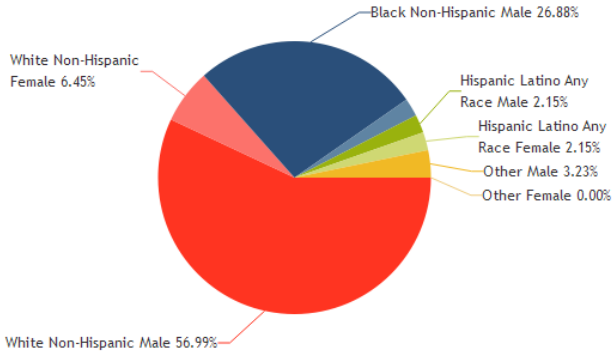




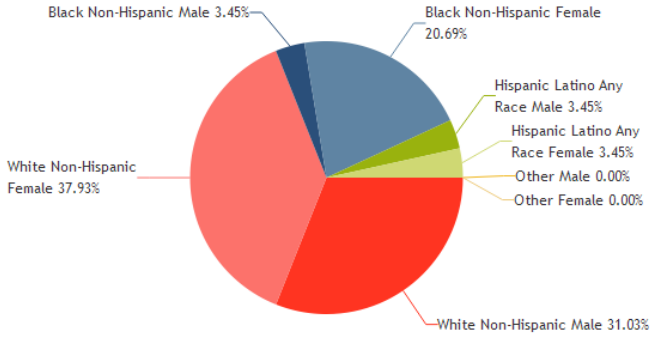




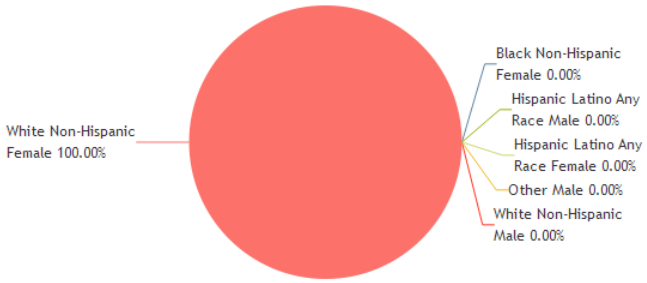
Sworn Personnel: Non-Supervisory Positions



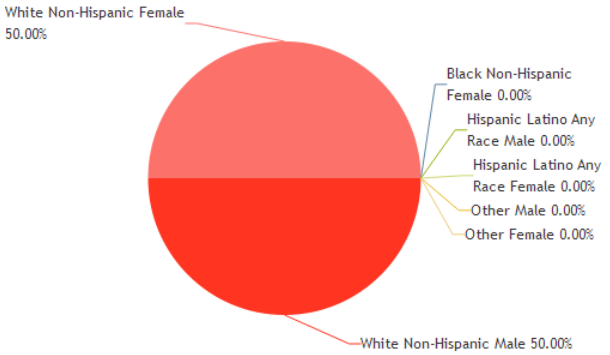
Total Non-Sworn Personnel



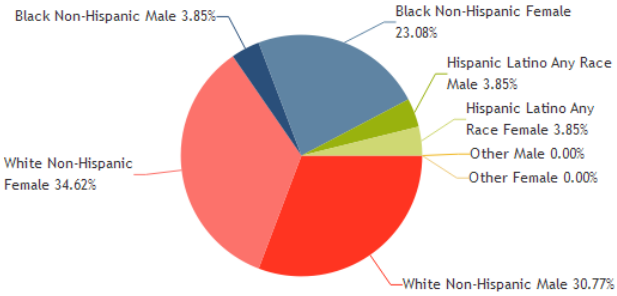
Non-Sworn Personnel: Executive



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



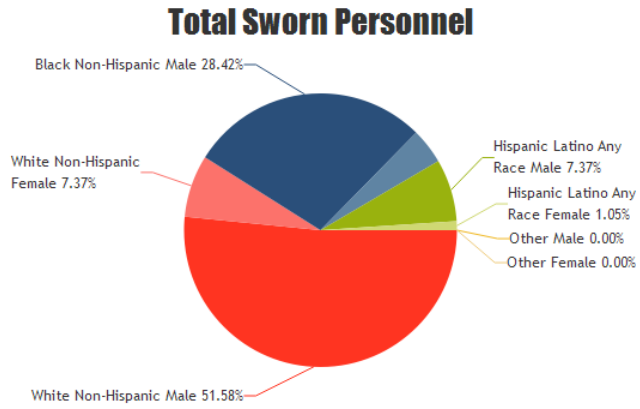
Legend

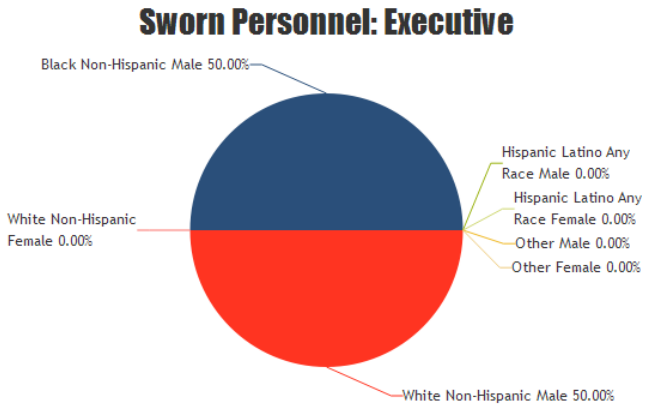
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

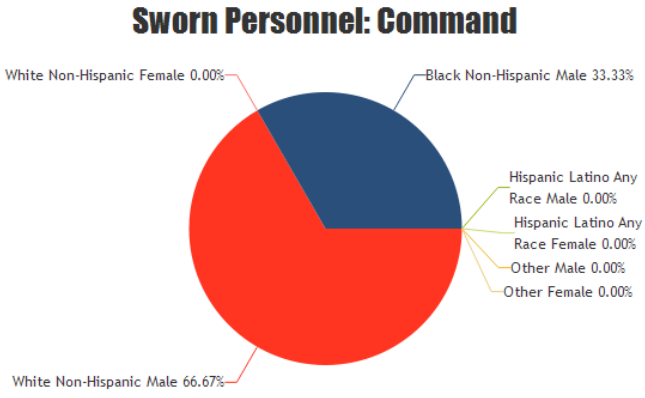
Agency Breakdown Report - Reaccreditation Year 4

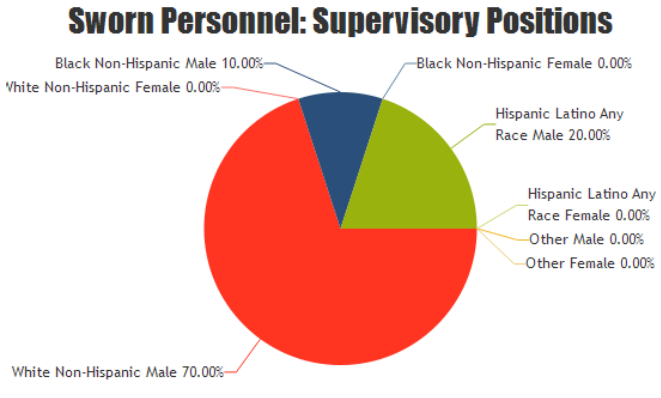
Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	1	0	0	0	0	0	2
Command	2	0	1	0	0	0	0	0	3
Supervisory Positions	7	0	1	0	2	0	0	0	10
Non-Supervisory Positions	39	7	24	4	5	1	0	0	80
Sub Total									95
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	0	0	0	0	0	0	0	0
Supervisory Positions	1	1	0	0	0	0	0	0	2
Non-Supervisory Positions	7	10	1	0	1	0	0	0	19
Sub Total									21
Total									116

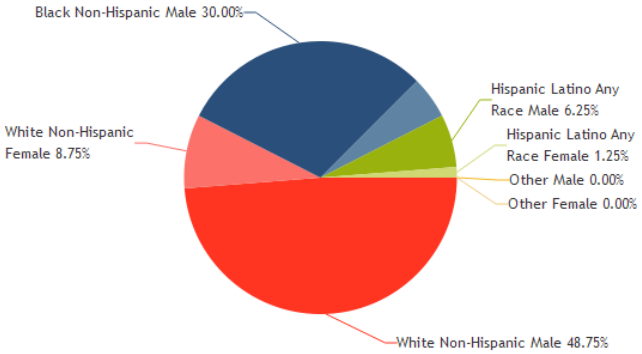




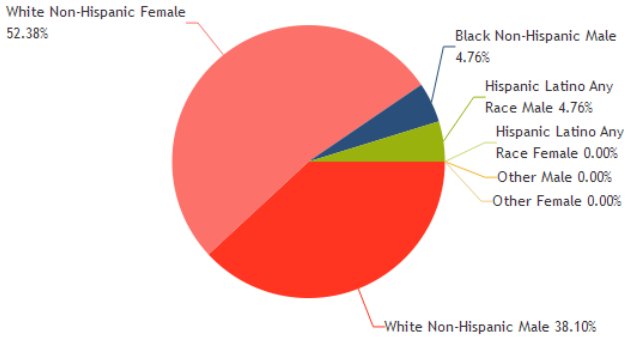




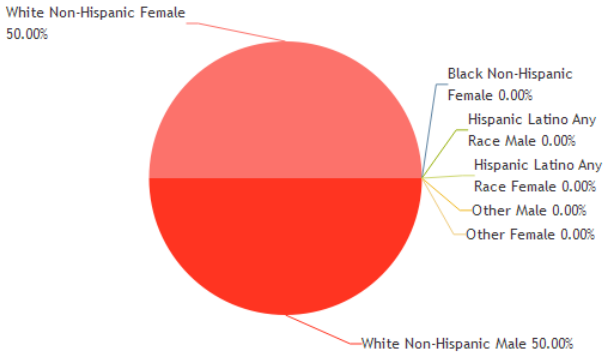
Sworn Personnel: Non-Supervisory Positions



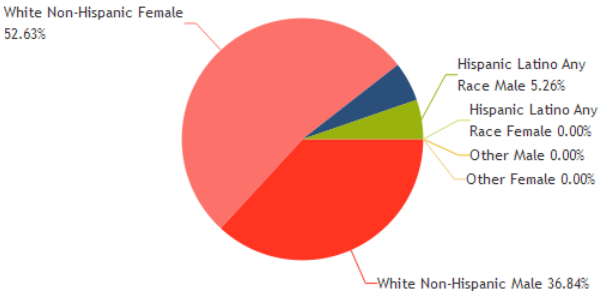
Total Non-Sworn Personnel



Non-Sworn Personnel: Supervisory Positions



Non-Sworn Personnel: Non-Supervisory Positions



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Demographics Report - Reaccreditation Year 1

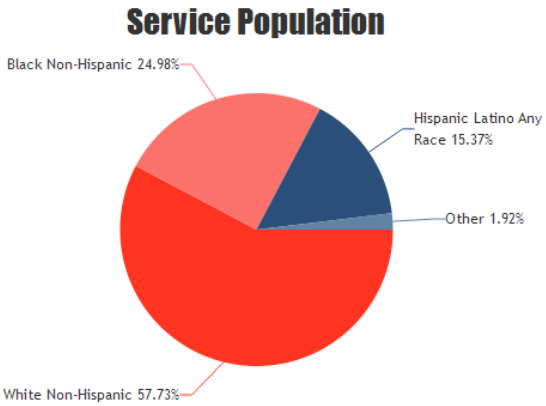
Data Collection Period: -

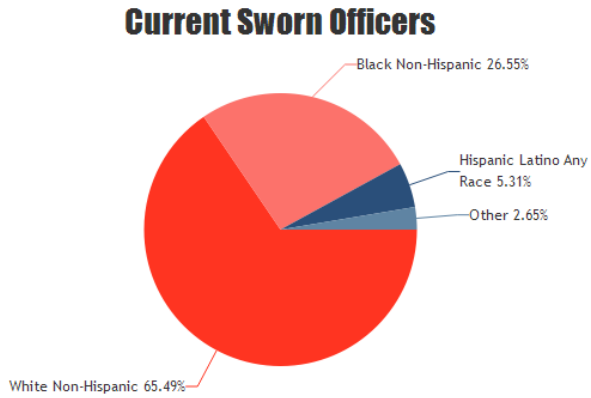
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	0	0%	0	0 %	0	0%	0	0%	0	0%	0	0%
Black Non-Hispanic	0	0%	0	0 %	0	0%	0	0%	0	0%	0	0%
Hispanic Latino Any Race	0	0%	0	0 %	0	0%	0	0%	0	0%	0	0%
Other	0	0%	0	0 %	0	0%	0	0%	0	0%	0	0%
Total	0		0		0		0		0		0	

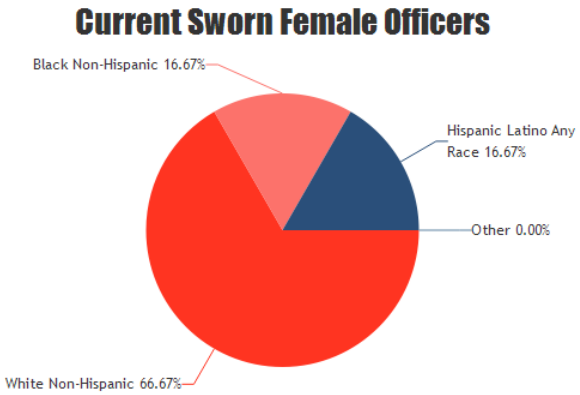
Agency Demographics Report - Reaccreditation Year 2

Data Collection Period: 1/1/2017 - 12/31/2017

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	23074	57%	0	0 %	74	65%	8	7%	0	0%	0	0%
Black Non-Hispanic	9982	24%	0	0 %	30	26%	2	1%	0	0%	0	0%
Hispanic Latino Any Race	6143	15%	0	0 %	6	5%	2	1%	0	0%	0	0%
Other	768	1%	0	0 %	3	2%	0	0%	0	0%	0	0%
Total	39967		0		113		12		0		0	



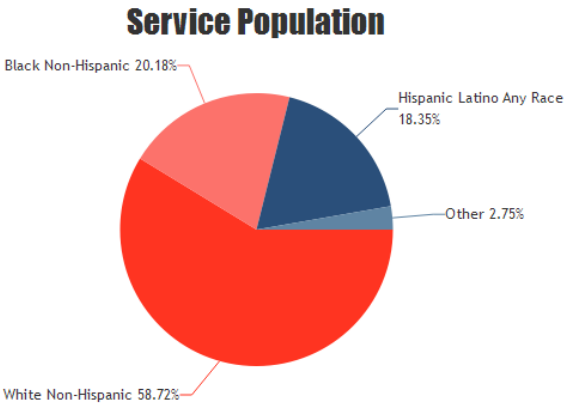


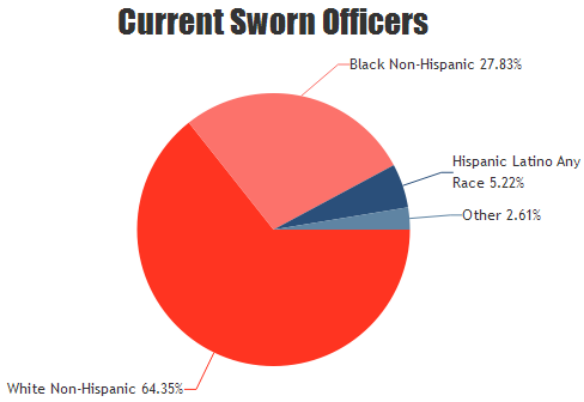


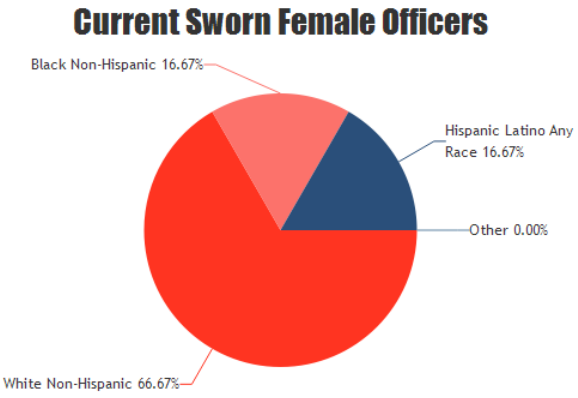
Agency Demographics Report - Reaccreditation Year 3

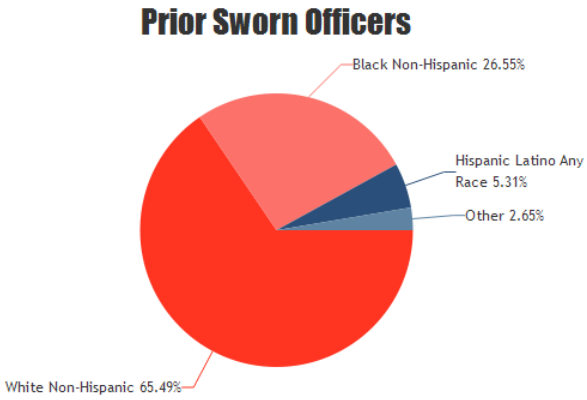
Data Collection Period: 1/1/2018 - 12/31/2018

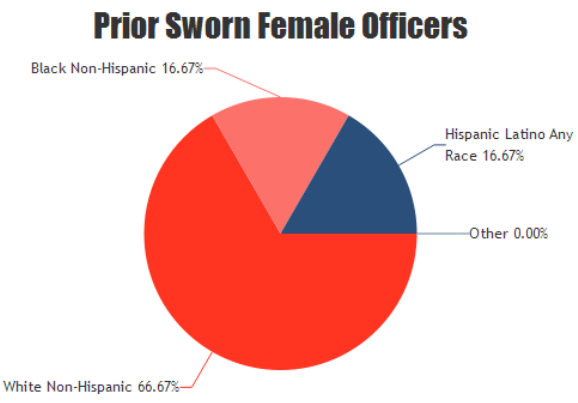
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	25165	58%	0	0 %	74	64%	8	6%	74	65%	8	7%
Black Non-Hispanic	8650	20%	0	0 %	32	27%	2	1%	30	26%	2	1%
Hispanic Latino Any Race	7864	18%	0	0 %	6	5%	2	1%	6	5%	2	1%
Other	1179	2%	0	0 %	3	2%	0	0%	3	2%	0	0%
Total	42858		0		115		12		113		12	











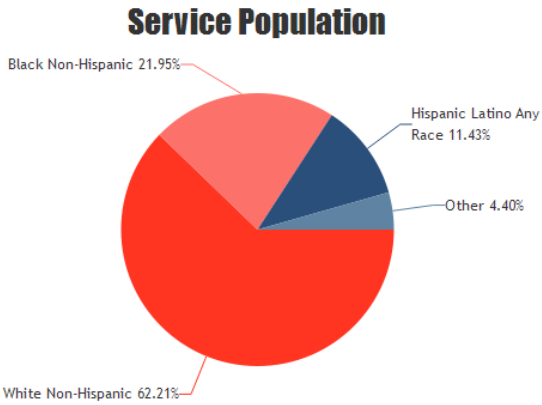
Agency Demographics Report - Reaccreditation Year 4

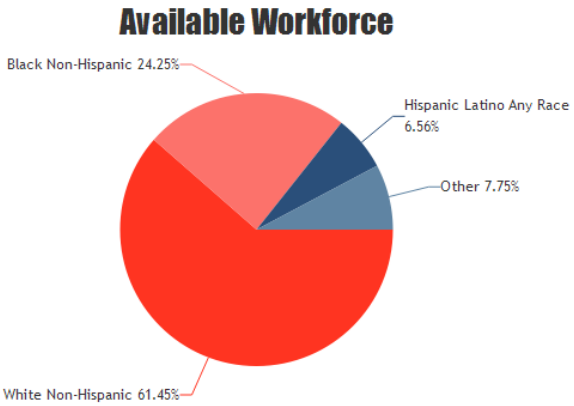
Data Collection Period: 1/1/2019 - 12/31/2019

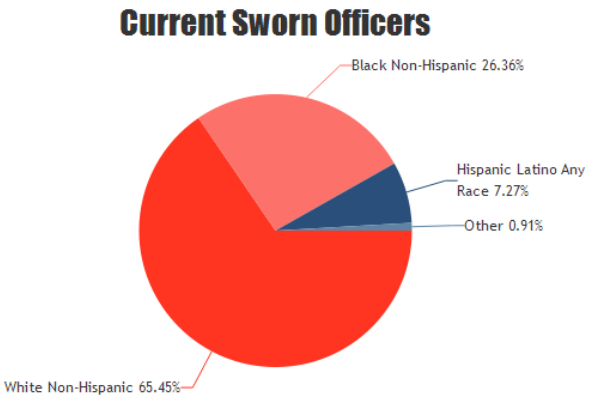
	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	24355	62%	173101	61 %	72	65%	9	8%	74	64%	8	6%
Black Non-Hispanic	8593	21%	68310	24 %	29	26%	4	3%	32	27%	2	1%
Hispanic Latino Any Race	4475	11%	18478	6 %	8	7%	2	1%	6	5%	2	1%
Other	1724	4%	21826	7 %	1	0%	0	0%	3	2%	0	0%
Total	39147		281715		110		15		115		12	

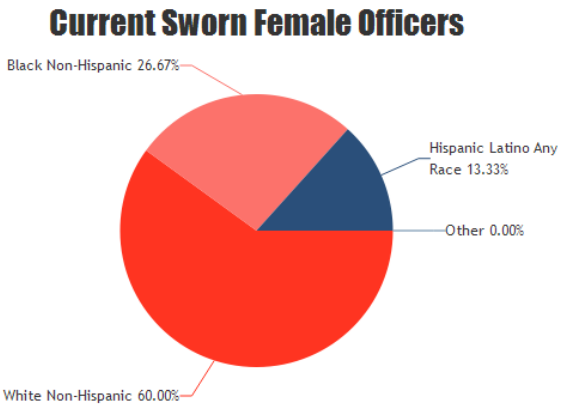
Reaccreditation Year 4 Notes:

Demographic information re available workforce includes Anne Arundel County.

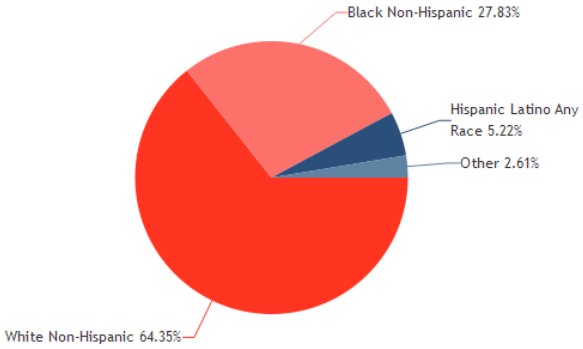




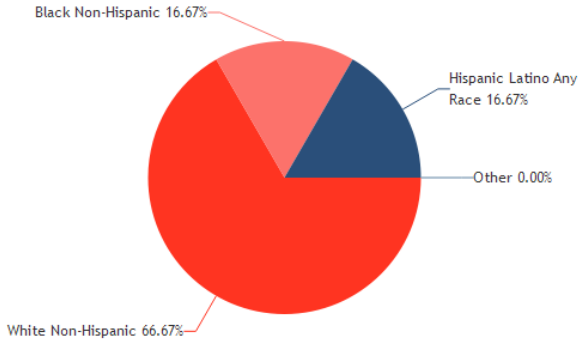




Prior Sworn Officers



Prior Sworn Female Officers



Sworn Officer Selection - Reaccreditation Year 1

Data Collection Period: -

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired									
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population		%		%		%		%	N/A

Applications Received

Applicants Hired

Percent Hired

Percent of Workforce Population

Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 2

Data Collection Period: 1/1/2017 - 12/31/2017

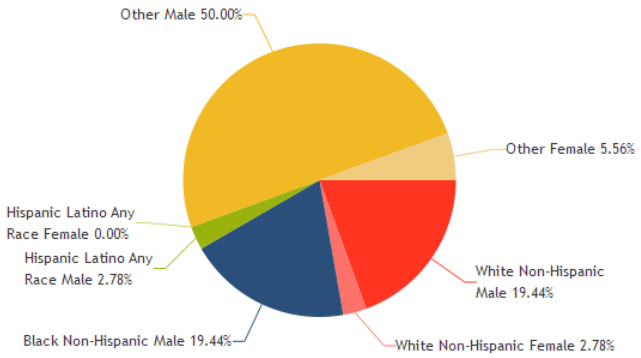
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	7	1	7	0	1	0	18	2	36
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	7%		6%		1%		18%		N/A

Reaccreditation Year 2 Notes:

Fourteen (14) applicants failed to identify a racial preference. Total applications received is 429.

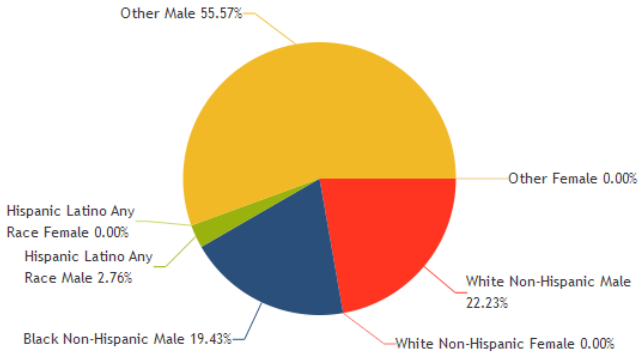
Applications Received

Applicants Hired



Percent Hired

Percent of Workforce Population



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Selection - Reaccreditation Year 3

Data Collection Period: 1/1/2018 - 12/31/2018

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired									
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	0%		0%		0%		0%		N/A

Applications Received

Applicants Hired

Percent Hired

Percent of Workforce Population

Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

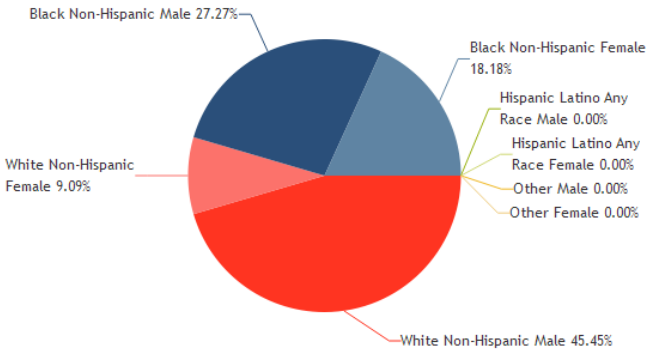
Sworn Officer Selection - Reaccreditation Year 4

Data Collection Period: 1/1/2019 - 12/31/2019

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Received									
Applicants Hired	5	1	3	2	0	0	0	0	11
Percent Hired	%	%	%	%	%	%	%	%	N/A
Percent of Workforce Population	5%		5%		0%		0%		N/A

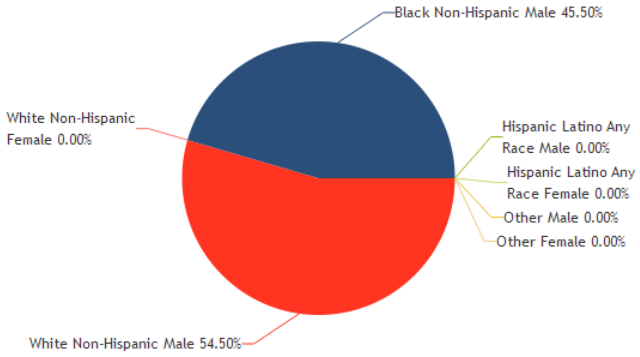
Applications Received

Applicants Hired



Percent Hired

Percent of Workforce Population



Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Sworn Officer Promotions - Reaccreditation Year 1

Data Collection Period: -

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested									
Eligible After Testing									
Promoted									
Percent Promoted	%	%	%	%	%	%	%	%	N/A

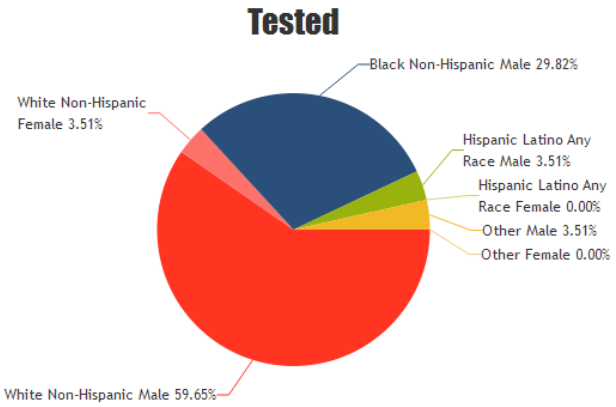
Legend

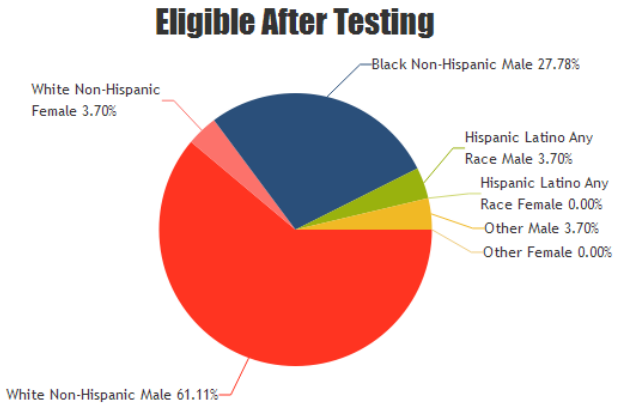
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

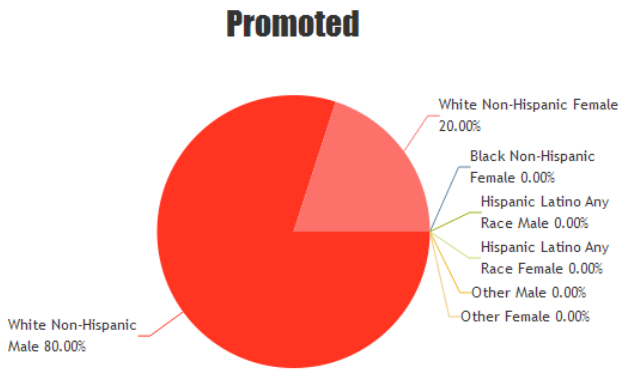
Sworn Officer Promotions - Reaccreditation Year 2

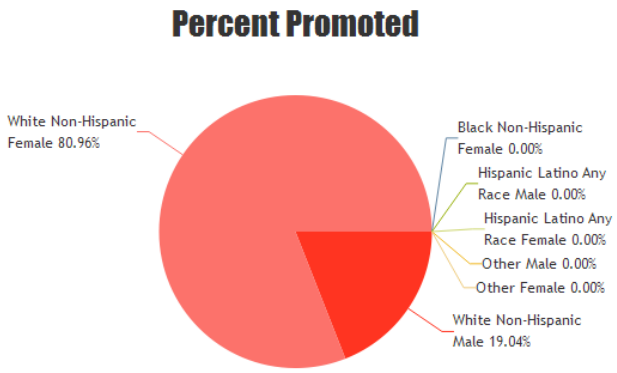
Data Collection Period: 1/1/2017 - 12/31/2017

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	34	2	17	0	2	0	2	0	57
Eligible After Testing	33	2	15	0	2	0	2	0	54
Promoted	4	1	0	0	0	0	0	0	5
Percent Promoted	12 %	50 %	0 %	%	0 %	%	0 %	%	N/A









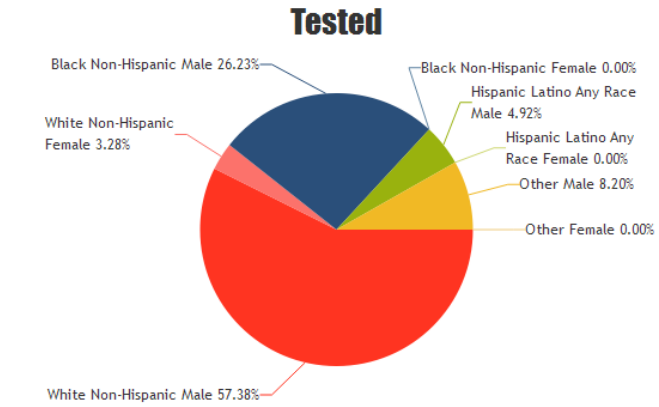
Legend

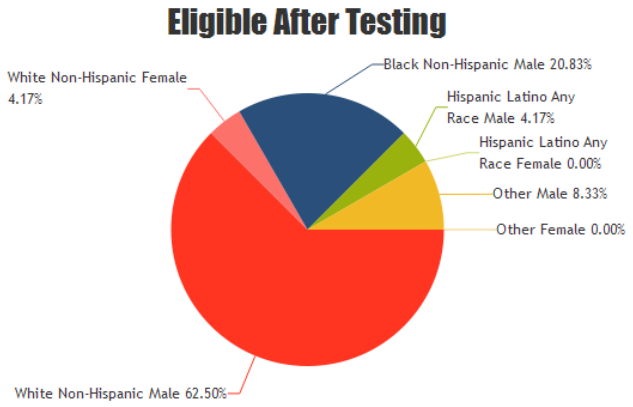
White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

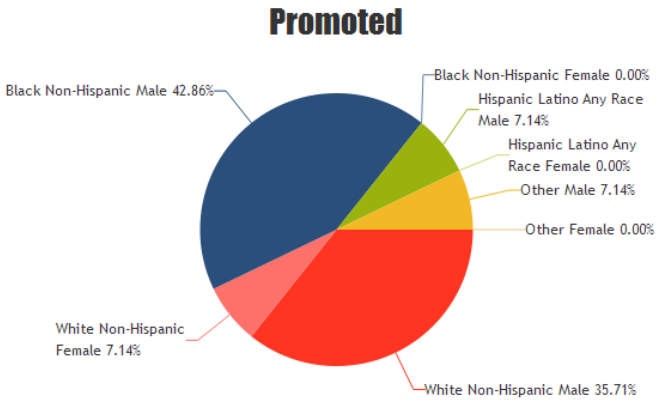
Sworn Officer Promotions - Reaccreditation Year 3

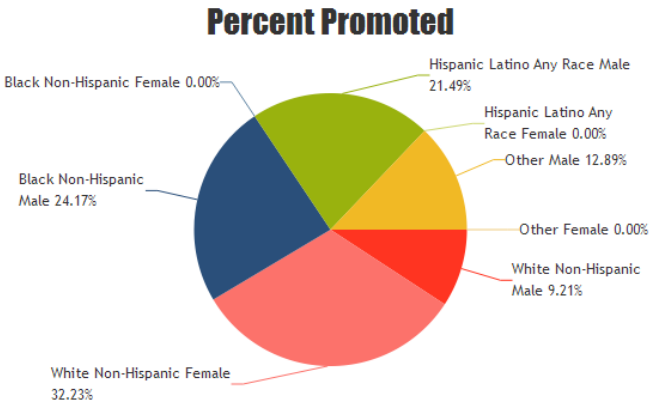
Data Collection Period: 1/1/2018 - 12/31/2018

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	35	2	16	0	3	0	5	0	61
Eligible After Testing	15	1	5	0	1	0	2	0	24
Promoted	5	1	6	0	1	0	1	0	14
Percent Promoted	14 %	50 %	38 %	%	33 %	%	20 %	%	N/A









Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

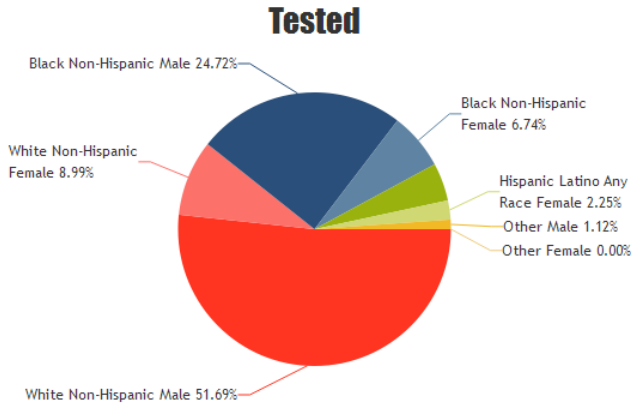
Sworn Officer Promotions - Reaccreditation Year 4

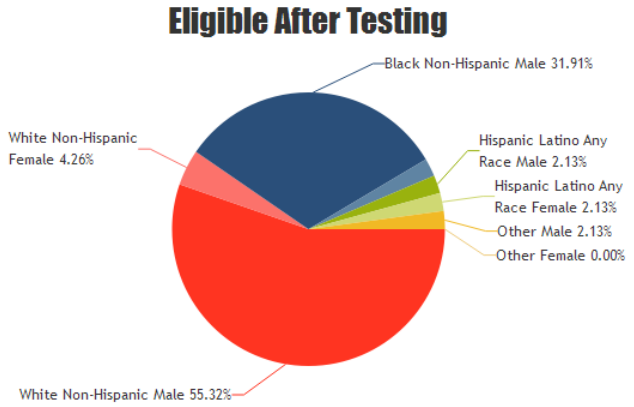
Data Collection Period: 1/1/2019 - 12/31/2019

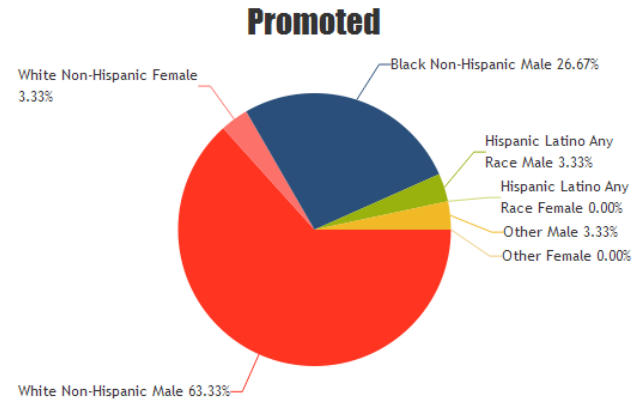
	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	46	8	22	6	4	2	1	0	89
Eligible After Testing	26	2	15	1	1	1	1	0	47
Promoted	19	1	8	0	1	0	1	0	30
Percent Promoted	41 %	13 %	36 %	0 %	25 %	0 %	100 %	%	N/A

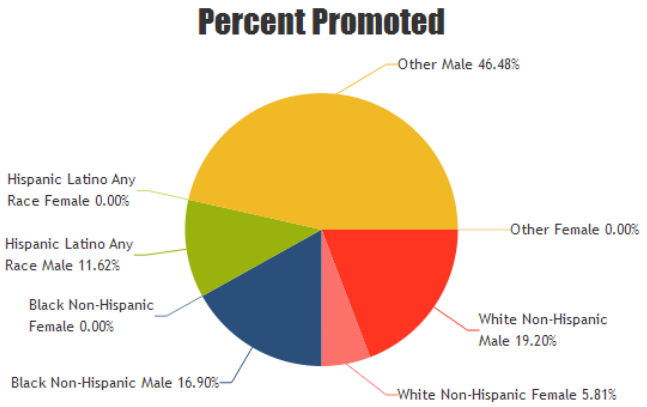
Reaccreditation Year 4 Notes:

Please also include any other notes relevant to this summary.









Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	